



**Rushbury CE Primary School
Equality Information and Objectives
2022-2026**

Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

Roles and responsibilities

The governing body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during staff meetings.

Equality objectives

Objective 1

Ensure that the school's curriculum is rich and diverse, enabling all pupils, including those with protected characteristics as defined by The Equality Act, to feel valued and confident and therefore in a position to achieve their potential. Through trips and invited guests, we will look to find opportunities to expose pupils to a diverse range of ethnicities, cultures and religions.

Objective 2

To monitor and analyse pupil achievement by race, gender, disability and pupil groups including disadvantaged groups and act on any trends or patterns in the data that require any additional support for pupils.

Objective 3

To promote pupils' spiritual, moral, social and cultural development appropriate curriculum opportunities, with particular emphasis on promoting equality and diversity. School visits to museums/exhibitions and other resources such as books and movies may be utilized to broaden the children's 'cultural capital'.

Objective 4

Ensure staff are provided with training in relation to 'Equality and Diversity' and how to recognise and challenge inequality, stereotyping and prejudice.

Objective 5

To ensure that all stakeholders (including new staff) are aware of these equality objectives and the progress being made towards them.

Monitoring Arrangements

This policy will be reviewed by the headteacher alongside the governing body or alongside a representative(s) of the governing body. The outlined objectives will run until September 2026 at the latest and the annual review will take place on:

- Review 1 – September 2023
- Review 2 – September 2024
- Review 3 – September 2025
- Review 4 – September 2026