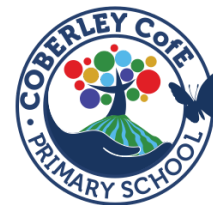


Equality Objectives

Written by: A Milner, Date November 2022

Reviewed: Annually

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Every Child, Every Chance, Every Day

As a public body maintained by the local authority, we must comply with the public sector equality duty under the Equality Act (2010) and the additional specific duties and public authorities regulations (2017) and publish details that demonstrate how we comply with this duty.

Equality objectives help focus attention on the priority equality issues within our school in order to deliver improvements in policymaking, service delivery, and employment, including resource allocation.

We aim to:

- **Eliminate unlawful discrimination, harassment, victimization, and** any other conduct 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** between people who share a protected characteristic and people who do not share it.
- **Consult and involve** those affected by inequality in the decisions we take to promote equality and eliminate discrimination (including parents, pupils, staff and members of the local community)

Equality Statement

Coberley CofE Primary School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We are committed to ensuring equality of opportunity for all pupils, staff, parents, and carers irrespective of race, sex/gender, disability, religion/belief, sexual orientation, age or socio-economic background.

We promote a culture of equity, inclusion, and diversity in which all those connected to the school feel proud of their identity/ability to participate fully in school life.

We promote equality, tackle all forms of discrimination, and foster good relationships between diverse groups of people

We challenge discrimination, harassment, victimisation, bullying and stereotypes. Our school culture is supportive, and we create working/learning environments which champions respect for all.

Our staff and Governors, believe that diversity is a strength which should be respected, valued and celebrated by all those who learn, teach and visit us.

Equality in Teaching and learning

We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- Ensuring equality of access for all pupils and preparing them for life in a diverse society where they will live, study and work
- Using materials that reflect the diversity of the school, population, and local community without stereotyping or prejudice
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- Seeking to involve all parents/carers in supporting their child's education
- Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils and society.
- We adopt the following key principles:

All learners are of equal value

We recognise and respect difference

We foster positive attitudes and relationships and a shared sense of cohesion and belonging.

We aim to reduce and remove inequalities and barriers that already exist.

We have the highest expectations of all our children.

Equality in Admissions and Exclusions

Our admissions arrangements are fair and transparent and do not discriminate on the grounds of race, sex/gender, religion/belief, disability and/or socio-economic background.

Equity for Staff

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are keen to ensure that the staffing of the school reflects the diversity of our community.

The school has an Equality, Diversity, Inclusion Policy. Please consult this for further details.

Coberley C of E Primary School staff and Governors are committed to ensuring equality of provision throughout the school community. To achieve this, our equality objectives 2021 - 2025 are as follows:

- promote understanding and respect for differences.
- tackle all forms of discrimination
- foster good relationships between diverse groups.
- embed equality and diversity into everything we do as oppose to it being a stand alone agenda
- monitor and analyse pupil achievement by race, gender, and disability and act on any trends or patterns in the data that require additional support for pupils.
- raise levels of attainment in core subjects for vulnerable learners.
- Review/monitor levels of parental and pupil engagement by protected characteristic in learning and school life, across all activities to ensure equity and fairness in access and engagement.
- promote cultural development and understanding through a rich range of experience, both in and beyond the school
- ensure that all pupils are given equal opportunities with regards to after-school clubs and activities
- ensure the school environment is as accessible as possible to all pupils, staff, governors, parents/carers, and visitors.
- eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010
- reduce prejudice and increase understanding of equality, diversity, inclusion and belonging through direct teaching across the curriculum.

- actively close gaps in attainment and achievement between pupils and all groups of pupils; especially learners eligible for free-school meals, with specific educational needs and dis/abilities and looked after children

For further information see the following publications:

- Equality Act 2010
- Working Together to Safeguard Children 2018
- Universal Declaration of Human Rights 1948
- Protection from Harassment Act 1997

Information on pupils by protected characteristics

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.

In order to ensure that all pupils are protected from discrimination, the school collects information on protected characteristics.

Information on other groups of pupils

In addition to pupils with protected characteristics, we gather further information on the following groups of pupils:

- Pupils eligible for Free School Meals (FSM)
- Pupils with Special Educational Needs (SEN)
- Disadvantaged group
- Pupils with English as an Additional Language (EAL)
- Young carers
- Looked after children
- Other vulnerable groups