
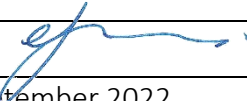


Joy Lane Foundation Primary School,
Oyster Bay Nursery, Oysters SRP & Joy Lane Swim School



Equality Information and Objectives

Draft Prepared	September 2021
Date Agreed	September 13 th 2021
Signed by Executive Headteacher: D J Hines	
Signed by Chair of Governors: C Graves	
Date Policy to be Reviewed	September 2022

This policy has been impact assessed to ensure that it does not have an adverse effect on the nine protected characteristics under the Equality Act 2010."

1. Aims

Joy Lane Foundation Primary School aims to meet its obligations under the public sector equality duty 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
- Where relevant, all School policies within the Joy Lane community will be impact assessed to ensure that it does not have an adverse effect on the nine protected characteristics under the Equality Act (2010)

2. 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](#).

3. Roles and responsibilities

The governing board will appoint a designated governor who 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 Executive Headteacher
- Meet with the designated member of staff for equality *three times a year* and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The Executive Headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

The designated member of staff for equality will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with the equality link governor three times a year, to raise and discuss any issues (delete if not applicable)
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

Joy Lane Foundation Primary 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 meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training.

Joy Lane Foundation Primary School has a designated member of staff, the Inclusion Manager, for monitoring equality issues, and an equality link governor (SEND Governor). They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, Joy Lane Foundation Primary School aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

6. Fostering good relations

Joy Lane Foundation Primary School aims to foster good relations between those who share a protected characteristic and those who do not share it.

7. Equality considerations in decision-making

Joy Lane Foundation Primary School ensures it has due regard to equality considerations whenever significant decisions are made.

Joy Lane Foundation Primary School always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- cuts across any religious holidays
- is accessible to pupils with disabilities
- has equivalent facilities for all genders

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

8. Equality objectives

Joy Lane Foundation Primary has set the following overall objectives:

- To help all pupils achieve fulfilment by supporting them, and their families, and to ensure improvement in the lives of the most vulnerable
- To narrow the gap in the attainment and progress of different groups of learners with a particular focus on improving the achievement of pupils with Special Educational Needs and/or Disability (SEND), those in receipt of pupil premium funding and the 'most able'
- To value and support all employees within Joy Lane Foundation Primary School, by providing career development and progression opportunities to all, including those groups protected by the Equalities Act, so that their wellbeing is further enhanced, engagement is increased and Joy Lane Foundation Primary School workforce better reflects the diversity of the population at all levels.

Appendix 1.

Under the Equality Act, there are nine protected characteristics:

- age.
- disability.
- gender reassignment.
- marriage and civil partnership.
- pregnancy and maternity.
- race.
- religion or belief.
- sex.

Where relevant, all School policies within the Joy Lane community will be impact assessed to ensure that it does not have an adverse effect on the nine protected characteristics under the Equality Act (2010)

Incidents of discrimination will be shared with the Governing Body at each full governing body meeting.

Discrimination based on:

- Disability
- Religion
- Gender
- Nationality, Ethnicity or Race or Sexual orientation