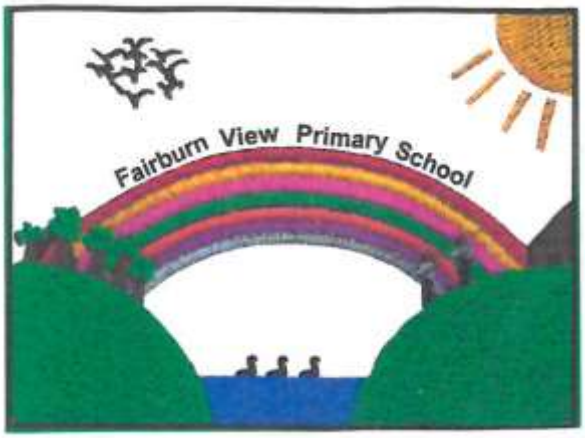


Equality Information and Objectives Policy

May 2026

Version: 1

Prepared By: J Allison

Date Taken to Governors: May 2026

Signed by: _____
Head Teacher – A Webb

Signed by: _____
Chair of Governors – Jonathan Foster

Review Date: May 2030

1. Aims

Fairburn View Primary School aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination, harassment, victimisation 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 a relevant protected characteristic
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it. The protected characteristics are:
  - Age
  - Disability
  - Gender reassignment
  - Marriage or civil partnership
  - Pregnancy and maternity
  - Race
  - Religion or belief
  - Sex
  - Sexual orientation

Our school aims to promote respect for difference and diversity in accordance with our values: Safety, Positivity and Empowerment.

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, the technical guidance for schools from the Equality and Human Rights Commission and guidance from the Government Equalities Office on meeting the specific duties that support the Public Sector Equality Duty.

3. Roles and responsibilities

The governing board 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/carers

- 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
- 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

Fairburn View 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 yearly.

The Senior Leadership Team monitor equality issues and report to the Governing Body. They regularly liaise regarding any issues, as appropriate.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that 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
- 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)

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

In addition to the information about pupils, we will consider how our activities as an employer affect staff with protected characteristics. As a school, we will publish information to show:

- The make-up of our workforce, with breakdowns of staff at different grades, levels and rates of pay (including any patterns of occupational segregation and part-time work)

- The profile of staff at different stages of employment including recruitment, training, promotion and leavers.
- Applications for flexible working and their outcomes for staff with different protected characteristics
- Applications for learning and development opportunities and their outcomes for staff with different protected characteristics
- Grievances and disciplinary issues and complaints of discrimination and other prohibited conduct
- Policies and programmes in place to address equality concerns from staff
- Information from staff surveys and/or trade unions
- Records weighing the equality outcomes of important decisions including evidence used to make decisions

We will make sure that with any data we publish to show how we meet our equality duties, individual staff or pupils will not be identifiable. This means we may not publish some data if it relates to a very small number of staff or pupils to preserve their confidentiality.

6. Fostering good relations

Fairburn View Primary School aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Making pupils aware of our behaviour and anti-bullying policies
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies, and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

7. Equality considerations in decision-making

Fairburn View Primary School ensures it has due regard to equality considerations whenever significant decisions are made. We consider equality implications before and at the time that we develop policy and make decisions and continue to review these on a continuing basis.

The 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 boys and girls

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

As a school, we are required to publish equality information every year:

- We must report on at least 1 equality objective once every 4 years – we've chosen July 2027 to be our deadline for this

Objective 1

Promote Equality of Opportunity for all pupils

Why we have chosen this objective:

Ensure that every pupil, regardless of background, gender, race, disability, religion or belief, has equal access to high-quality learning opportunities and is supported to achieve their full potential.

To achieve this objective, we will:

Monitor pupil progress and attainment to identify and address any gaps between different groups of learners.

Provide targeted support and interventions for pupils who may face barriers to learning, including disadvantaged pupils and those with SEND.

Ensure all pupils have equal access to the full curriculum, enrichment activities, trips, clubs, and leadership opportunities.

Adapt teaching approaches and resources to meet the diverse needs of learners.

Provide ongoing staff training on inclusive teaching practices.

Objective 2

Foster an inclusive and respectful school environment

Why we have chosen this objective:

To develop a school culture where diversity is celebrated, differences are respected, and all pupils, staff, and families feel valued, safe, and included.

To achieve this objective, we will:

Promote respect, kindness, and understanding through assemblies, PSHE lessons, and the wider curriculum.

Celebrate diversity through themed events, displays, books, and learning experiences that reflect different cultures, backgrounds, and perspectives.

Ensure all pupils and staff members feel represented through an inclusive curriculum and resources.

Encourage pupil voice through school councils and opportunities to share views.

Build strong partnerships with families and the wider community to promote inclusion.

Objective 3

Eliminate discrimination and address inequalities

Why we have chosen this objective:

To actively identify and challenge discrimination, prejudice, and barriers to participation, ensuring fair treatment for all members of the school community.

To achieve this objective, we will:

Maintain clear policies and procedures for reporting and addressing discriminatory behaviour, bullying, or prejudice-related incidents.

Record, monitor, and respond promptly to incidents of discrimination.

Educate pupils about equality, protected characteristics, and respectful relationships in an age-appropriate way.

Review regularly school policies and practices to ensure fairness and accessibility.

Provide staff training to recognise and challenge unconscious bias and discriminatory practices.

9. Monitoring arrangements

The Governing Body and the Head Teacher will update the equality information we publish, at least every year.

School-specific equality objectives will be reviewed by the Governing Body and the Head Teacher at least every 4 years.

This document will be reviewed by the Governing Body and the Head Teacher annually, to ensure continued compliance with the PSED.

This document will be approved by the Governing Body and the Head Teacher.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- SEN information report
- SEND policy