Equality Information and Objectives 2025-2026

Western Primary School

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1. 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

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.

Academies, including free schools, if applicable: This document also complies with our funding agreement and articles of association.

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 and that they are reviewed and updated at least once every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The Headteacher will:

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

The designated member of staff (Mrs Angelique Coatesworth) for equality will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Feedback to the governing body annually
- 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

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 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 every year.

The school has a designated member of staff for monitoring equality issues.

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 (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 clubs and activities)

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

- Analyse data 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

6. Fostering good relations

The 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
- 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 organising school trips and activities based around the local community including visits to different places of worship
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. Our pupil voice representatives are from different year groups and are formed with 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

The school ensures it has due regard to equality considerations whenever significant decisions are made.

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

8. Equality objectives

Please also see our Equalities Objectives 2023-2026 document

Objective 1 Eliminating Discrimination	To develop pupils' understanding of Equality & Diversity through the curriculum.
Why have we chosen this objective?	The school curriculum provides an excellent opportunity for teaching pupils about the protected characteristics. For example, in our predominantly White British context, it is very important that we teach children about a range of cultures to promote respect.
How will this be measured and evaluated?	To achieve this objective, we plan to: use a range of texts that further enhances children's understanding of equality, diversity and inclusion (Terrific Texts) We will work with the children to audit diversity within our school. To have a working party of children and parents/ carers that can help to support and evaluate our current provision. To look at the school/ classroom environments and ensure that they are reflecting diversity. Pupil/ parent surveys will show that both parents and pupils understand how the school promotes equality, diversity and inclusion.
Progress	*Terrific texts devised and being implemented in EY and KS1 from Summer Term 2023. Self-evaluation completed as part of RED Award (Respect, Equality and Diversity Award).*
Objective 2 Advancing Equality of opportunity	To further develop the range of diverse visitors into school and make links further afield. To use the school's own community and ensure we are utilising and celebrating it as much as possible.
Why have we chosen this objective?	Despite being a predominantly white British community, we have 25 languages spoken within the school, 6 religions, 26 ethnicities and a number of children joining our community from overseas. As a staff we felt that we were not utilising our community to its best advantage and this could be further developed. We are also seeking to make links with other schools and communities in the wider world. When planning, staff will consider trips and visitors which may promote equality, diversity and inclusion.
How will this be measured and evaluated?	Monitoring of the curriculum and teaching & learning. Celebration events/ trips and visitors monitored to ensure that the school's community is being reflected and celebrated. Connections made with schools in the wider community/ world.
Progress	Development of Western 10x examines how diversity is promoted and enhanced for our pupils as part of our curriculum driver of diversity. Trips and visits to different places of worship have taken place across school.
Objective 3 Fostering good relations.	To increase pupils' understanding of the protected characteristics and to help children respect these characteristics.

Why have we chosen this objective?	We want our pupils to show tolerance, understanding and respect for people who may have different characteristics or needs to them.
How will this be measured and evaluated?	We will measure this through pupil voice discussions and surveys. Class assemblies and year group assemblies will regularly promote and revisit the protected characteristics. Texts which support the protected characteristics to be displayed.
Progress	PC incorporated into class assembly schedules both through Picture News and Votes for Schools.

9. Monitoring arrangements

The equality lead will update the equality information we publish, [described in sections 4 to 7 above], at least every year.

This document will be reviewed by governing body / headteacher at least every 4 years.

This document will be approved by the local governing body

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Equality Policy