



West Byfleet Junior School

Equality information and objectives

Legislation

- 1.1 The Equality Act 2010 ("the Act") provides a modern, single legal framework with three broad duties:
- Eliminate discrimination;
 - Advance equality of opportunity; and
 - Foster good relations.
- 1.2 West Byfleet Junior School fully understands the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- Age;
 - Disability;
 - Race, colour, nationality, ethnic or national origin;
 - Sex (including transgender);
 - Gender reassignment;
 - Maternity and pregnancy;
 - Religion and belief;
 - Sexual orientation; and
 - Marriage and civil partnership (for employees).
- 1.3 In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:
- Publish equality information – to demonstrate compliance with the general duty across its functions - We will not publish any information that can specifically identify any child.
 - Prepare and publish equality objectives - to do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:
 - Admissions;

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Nominated Staff Lead: Headteacher
Nominated Governor Lead: Chair of Governors

Status: Statutory
Review cycle: 4 years
Next review date: Spring 2024

- Attendance;
- Attainment;
- Exclusions; and
- Prejudice related incidents.

- 1.4 Our objectives will detail how we will ensure equality is applied to the services listed above however; where we find evidence that other functions have a significant impact on any particular group we will include work in this area.
We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

2. **The Policy**

- 2.1 West Byfleet Junior School's Equality Information and Objectives Policy draws together all previous equality legislation and details how the school is fulfilling the requirements of the Act.

3. **Our Ethos**

This is a place where:

- learning is fun;
- children are prepared for their future;
- all efforts are acknowledged and celebrated;
- everyone is valued and respected as an individual;
- we will educate our children about equality and diversity and where we pledge to meet the needs of all our individuals;
- everyone is encouraged to be part of and contribute to the community; and encourage everyone to make healthy life choices.

4. **Addressing Prejudice Related Incidents**

- 4.1 The school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

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5. Objectives

5.1 In achieving compliancy with the Act, objectives are set annually. Detailed below are the schools current set of overriding objectives.

Objective Group	Objective
Pupil Achievement	All pupils are assessed, monitored and tracked Under-achievement is identified and appropriate intervention is applied using our Class reporting system Pupils are able to participate in a full range of extra-curricular opportunities.
Behaviour and Safety	Pupils respect one another. Pupils, staff and parents know that misconduct and gross misconduct will be challenged.
Teaching Leadership and Management	The staff and governing body reflects the diversity of the school community. No pupils (or their families) are disadvantaged academically, socially or emotionally. All staff are mindful of the academic and social needs of all children, especially potentially vulnerable children. A nominated member of the Leadership team is responsible for the collection, analysis and publication of equality data including the recording of prejudice-related incidents.

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