



# EQUALITY INFORMATION AND OBJECTIVES STATEMENT

**This policy should be read in conjunction with the following:**

Accessibility Plan  
Anti-Bullying policy  
Behaviour policy  
Child Protection policy  
Health and Safety and Risk Assessments policy  
Medical Conditions policy  
SEND policy  
SMSC policy

NEST Equality & Diversity Policy

**Date:** September 2023

**Review date:** September 2024

## **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

## **Roles and Responsibilities**

The Local Committee for Joydens Wood Infant School will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout Joydens Wood Infant School, including to staff, pupils and parents
- Ensure this statement is reviewed and updated at least once every four years

The Senior Leadership Team will:

- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Identify any staff training needs and deliver training as necessary
- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor the achievement of the objectives on a daily basis
- Meet regularly to discuss any issues and how these are being addressed
- Report back to the full board of trustees regarding all of the above

*All school staff are expected to have regard to this document and to work to achieve the objectives as set out on page 5.*

## **What are Protected Characteristics?**

The Equality Act requires schools to have 'due regard to the need to eliminate discrimination and other conduct that is prohibited by the Act. Schools must foster good relations between people who share a protected characteristic and people who do not.'

Protected Characteristics, according to the law, are:

- Age
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Disability
- Race
- Religion or belief
- Sex
- Sexual orientation

## **What is Discrimination?**

- Direct discrimination (including discrimination based on perception or association)
- Indirect discrimination (including Institutional)
- Discrimination arising from disability
- Failure to make reasonable adjustments (for disabled people)

## **What will this mean at JWIS?**

Everyone in our school community has a right to be treated with dignity and respect. This includes a right to:

- Learn, work and play
- Physical, emotional and verbal respect
- Freedom from violence, bullying and abusive language
- Respect for an individual's protected characteristics
- Freedom from sexual comments or harassment or inappropriate use of humour
- The safety of their property
- Equal opportunities in relation to admissions, access, recruitment and access to extracurricular activities

Pupils and adults are encouraged to report any inappropriate behaviour or comments.

All incidents will be dealt with by the Senior Leadership Team, in line with the school's policies and procedures.

## **Aims**

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

1. Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it
3. Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

### **1. Eliminating Discrimination**

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

There is a continuity of approach throughout the school. Children, staff and trustees are regularly reminded of their responsibilities under the Equality Act; discrimination is explained, understood and all play a part in actively preventing it.

The Senior Leadership Team monitors and discusses equality issues: these are logged internally (or with Kent CC, where necessary) and reported to trustees and parents, as appropriate. Any actions arising are followed-up rapidly.

## **2. Advancing Equality of Opportunity**

As set out in the DfE guidance on the Equality Act, Joydens Wood Infant School aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (predominantly through the work of the FEL)
- 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)

## **3. Fostering Good Relations**

Joydens Wood Infant 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, RSE, 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
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within Joydens Wood Infant 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 Joydens Wood Infant School's activities, such as sports clubs.

## **Equality Considerations in Decision-Making**

Joydens Wood Infant School ensures it has due regard to equality considerations whenever significant decisions are made.

Joydens Wood Infant School always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, Joydens Wood Infant School considers whether the trip: cuts across any religious holidays; is accessible to pupils with disabilities; has equivalent facilities for boys and girls.



## **Equality Objectives 2023**

### **Objective 1: To raise the profile of equality and our understanding of it across the whole school community**

Why we have chosen this objective - Aim 1: Eliminating Discrimination

We have an increasing percentage of SEND and a widening variety of ethnic, linguistic and religious backgrounds. It also promotes Global Citizenship and tolerance in later life.

To achieve this objective, we plan to:

- Represent a variety of religions and cultures through displays, artefacts and resources
- Maximise exposure to different cultures, religions and disabilities through assemblies, music and literature

Progress we are making towards this objective:

*Our Curriculum was rewritten in Summer 2022 to ensure that our texts and curriculum experiences were more diverse and linked to aspects of modern life that our children may not be familiar with.*

### **Objective 2: To interrogate data for ALL protected characteristics**

Why we have chosen this objective - Aim 2: Advancing Equality of Opportunity

We regularly compare data for SEND, those with medical conditions and Pupil Premium children and should now be more thorough when considering sex, ethnicity, language and religion – purely to identify any issues which could affect our pupils

To achieve this objective, we plan to:

- Interrogate data each academic year, based on: attainment, parent participation, group constitution, attendance, behaviour and safeguarding
- Analyse the above data to determine strengths and areas for improvement and implement actions in response
- Identify improvements for specific groups (e.g. declines in incidents of specific bullying or actions for the FEL)

Progress we are making towards this objective:

*Our Pupil Progress Meetings are focused on individual children's barriers to learning as well as cohort specific challenges. Our schools have implemented 3BM assessment package to enable a more in depth overview of our diverse communities academic attainment and progress outcomes.*

### **Objective 3: To engage people from other cultures in school life**

Why we have chosen this objective – Aim 3: Fostering Good Relations

To deepen tolerance and understanding of others and build friendships across all characteristics

To achieve this objective, we plan to:

- Work with our local community; this includes inviting parents in, leaders of local faith groups to speak at assemblies and organising school trips and activities based around the local community
- Develop links with people and groups who have specialist knowledge about particular characteristics, to help inform and develop our approach

Progress we are making towards this objective:

*The recent retirement of our local Vicar has enabled us to reach out to the new Vicar and include them into more aspects of our school life. To support our more diverse curriculum we have more trips and activities planned to broaden children's cultural capital regardless of their socio-economic background.*