

DRAYTON PARK SCHOOL

EQUALITIES INFORMATION AND OBJECTIVES



Status	Statutory; Our Equality Objectives should be reviewed at least every four years
Date	Reviewed November 2024
Approval	Full Governing Board
Review	Review of progress and full policy by the Governing Board by November 2028

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1. Aims

Our 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

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:

- 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 four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher

Equality will be overseen by the Governing Body. This will involve:

- Monitoring the school's progress on Equalities Objectives.
- Ensuring that at least one member of the committee is familiar with all relevant legislation and the contents of this document
- Ensuring that at least one member of the committee attends appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The 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
- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Report to the Full Governing Board as appropriate
- Identify any staff training needs, and organise the delivery of 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.

The Headteacher is the designated member of staff for equality and is responsible 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 which are connected to a particular characteristic they have (e.g. staff or pupils with disabilities, or LGBTQ+ 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)
- Train staff in equalities issues in an ongoing way
- Teach pupils about equalities issues and enable them to affect positive change in their own lives and in society
- Review all aspects of school policy and practice, including the curriculum, parental engagement and our approach to recruitment and staff development, in an ongoing way

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

- Produce attainment data each academic year showing how pupils with different characteristics are performing (for statistically significant groups)
- Analyse the above data to determine strengths and areas for improvement and implement actions in response
- Make evidence available identifying improvements for specific groups (e.g. data showing incidents of discrimination)
- 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:

- Teaching about different cultures and protected characteristics and introducing pupils to the mechanisms through which different forms of prejudice can work. We will promote tolerance, friendship and understanding between people who share a protected characteristic and those who do not share it. This may involve teaching through all areas of curriculum, and in particular Religious Education, citizenship and personal, social, health and economic (PSHE) education and Relationships, Sex and Health Education (RSHE).
- Ensuring our curriculum and learning environments are representative of all protected characteristics, so that different identities are recognised and understood, normalised and humanised.
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to participate 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 different communities within our school to engage positively with each other, for example through parent events that celebrate a variety of cultures and festivals
- Encouraging all stakeholders to have voice and participate in school life and decision making, for example through:
 - o School council, which includes all children from Years 2-6.
 - o Coffee mornings aimed at engaging with specific groups of parents
 - o Annual staff, pupil and parent surveys, which include questions about equalities issues.
 - o Actively communicating with parents about our approach to equalities teaching.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council 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
- Engaging with our external partner organisations in promoting and fulfilling our equalities aims. These organisations include:
 - o The Futurezone Education Improvement Partnership
 - o Islington Local Authority

7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made. This is an ongoing process involving all aspects of school decision making, from our curriculum and events for pupils to our staff development and recruitment decisions. The school invites input from staff and pupils when making decisions and developing policies; this ensures a wider representation of views and ideas are considered.

8. Equality objectives

Objective 1: To narrow the pupil premium gap in reading, writing and maths in all year groups.

Objective 2: To identify and narrow any achievement gaps between significant groups of pupils who share a protected characteristic and others.

Our plans to achieve these objectives are outlined in:

- Our Pupil Premium Reports
- Our School Improvement Plans

Evidence of impact in achieving these objectives:

- Annual school pupil outcomes and progress data

Objective 3: To ensure our curriculum prepares learners for life in modern Britain by: equipping them to be responsible, respectful, active citizens who contribute positively to society; developing their understanding of fundamental British values; developing their understanding and appreciation of diversity; celebrating what we have in common and promoting respect for the different protected characteristics as defined in law.

Our plans to achieve these objectives are outlined in:

- Our Curriculum
- Our School Improvement Plans

Evidence of impact in achieving these objectives:

- Learning review including evidence in pupils' books
- Ofsted inspection of our curriculum

Objective 4: To ensure that our approach to managing behaviour actively identifies and tackles discrimination leading to a reduction in incidents of discriminatory behaviour.

Our plans to achieve these objectives are outlined in:

- Our Behaviour Policy
- Our Anti-Bullying Policy

Evidence of impact in achieving these objectives:

- Annual Behaviour Reviews
- Data on incidents of discrimination

9. Reporting Arrangements

The school produces the following reports each year, which are overseen by the Governing Board and can be requested from the school:

- School census reports, produced in October and January each year, outlining the basic demographics of the school.
- Outcomes and progress for pupils in all national tests and checks, enabling analysis of the comparable achievement of different statistically significant groups of pupils.
- Anonymised information on incidents of discriminatory behaviour.