



Equality & Diversity Policy and Objectives

Policy reviewed and approved by Governing Body: October 2021

Review period: 4 years

Next review due: October 2025

Objectives

Reviewed and approved by Curriculum and Standards Committee: January 2025

Review period: Annual

Next review due: October 2025 (inline with policy review schedule)

Contents

	1
1. Legal Framework	1
2. Guiding Principles	2
3. Equality Information	2
4. Equality Objectives	3
5. Roles and responsibilities	4

1. Legal Framework

1.1. The Equality Act 2010 introduced the Public Sector Equality Duty (PSED). Under it, the school is required to 'have 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

1.2. The actual duty itself requires the school to:

- Annually publish information to demonstrate how your school's complying with the PSED; and
- Objectives are reviewed and published annually.

2. Guiding Principles

- 2.1. Little Paxton Primary School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.
- 2.2. We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.
- 2.3. Our approach to equality is based on the following key principles:
 - All learners are of equal value
 - We recognise and respect difference
 - We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
 - We observe good equalities practice in staff recruitment, retention and development.
 - We aim to reduce and remove inequalities and barriers that already exist.
 - We have the highest expectations of all our children.

3. Equality Information

- 3.1. The school will publish on its website equality information on pupils by protected characteristics and the following other groups:
 - Pupils eligible for Free School Meals
 - Pupils eligible for Pupil Premium Funding
 - Pupils with Special Educational Needs
 - Pupils with English as an Additional Language
 - Young carers
 - Looked after children
- 3.2. Through tracking and monitoring of individuals and of all the groups of children, including progress and attainment, and by providing equal opportunities to access the curriculum and activities, we aim to ensure that any gap in attainment for pupils within any of the above different groups is removed, or at least remains less than the gap nationally.
- 3.3. Eliminating discrimination and other conduct that is prohibited by the Act**
 - 3.3.1. The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at Little Paxton Primary School. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.
 - 3.3.2. We eliminate discrimination by:
 - Our behaviour policy ensures that all children feel safe at school and addresses prejudicial bullying
 - Reporting, responding to and monitoring all racist incidents
 - Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping

- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.
- Appropriate CPD and training

3.4. Advancing equality of opportunity between people who share a protected characteristic and people who do not share it

We advance equality of opportunity by:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention
- Ensuring participation of parents/carers and pupils in school development
- Listening to pupils and parents/carers

3.5. Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it

We foster good relations by:

- Ensuring that Little Paxton Primary School is seen as a community school within our local community by being involved in local events and including the community in our events where possible.
- Ensuring that equality and diversity are embedded in the curriculum and in collective worship.

4. Equality Objectives

- 4.1. At Little Paxton Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.
- 4.2. In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

Objective 1:

To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

Rationale: there is a gap in achievement between some groups: SEND versus non-SEND, Pupil premium versus non-PP

To achieve this objective we plan to:

- Seek the views of all groups of pupils and tailor the curriculum to reflect their interests and needs
- Monitor data for all groups of pupils, track progress and identify and plan for barriers to learning
- Ensure reasonable adjustments are in place for pupils to help them access the curriculum and minimise or remove any disadvantages
- Involve and engage parents in their children's progress and aspirations

To monitor and analyse pupil achievement and act on any trends or patterns in the data that require additional support for pupils.

Objective 2:

Ensure that the achievement (progress) of children from vulnerable and disadvantaged families (Pupil Premium) improves so that it is in line with or above that of all non-disadvantaged children.

Rationale: there is a gap in attainment between our PP and non PP children and we want to close this gap through quality first teaching and interventions that are fit for purpose

To achieve this objective we plan to:

- Conduct data and test level analysis to identify key issues for Pupil Premium group.
- Use Progress Meetings to track attainment and next steps for teaching and learning.
- Deliver high quality interventions with clear timelines and evaluations to ensure impact.
- Review the Pupil Premium plan at least annually to ensure impact of budget on attainment.

Objective 3:

Ensure equality of access to all aspects of our curriculum and school provision. To monitor levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness. Implement reviews and proactively seek to work with those who are found to lack engagement.

Rationale: we want to continue to improve our provision and curriculum alongside the engagement of our stakeholders.

To achieve this objective we plan to:

- continue to review our curriculum to ensure that it meets the needs of all children
- to collect pupil and parent voice
- to act on the lessons learnt and what we find out
- to consider additional ways we can engage stakeholders where there is a lack of engagement

Objective 4:

Develop pupils' understanding of diversity, equality and inclusivity through the curriculum, enrichment activities and wider opportunities ensuring the children are ready for life in Modern Britain.

Rationale: to continue to celebrate diversity at Little Paxton

To achieve this objective we plan to:

- Diversify the curriculum units studied and the range of texts pupils are exposed to
- Develop a rich extra-curricular offer that promotes diversity, equality and inclusivity

- Seek the views of pupils, staff and parents in order to reflect the needs and interests of the community
- Use our assembly times to continue to diversify our offer
- Plan where we can celebrate diversity in our wider curriculum through our long term plans, particularly in History, Geography, RE and PSHE.
- Update our personal development curriculum to include more opportunities to celebrate diversity
- Make links with local organisations to enhance our Personal Development Curriculum (e.g. Little Paxton Care Home)

5. Roles and responsibilities

- 5.1. The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented.
- 5.2. The headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.
- 5.3. The Deputy Head as Equality and Diversity Lead has day-to-day responsibility for co-ordinating implementation of the policy.
- 5.4. All staff are expected to:
 - promote an inclusive and collaborative ethos in their classroom
 - deal with any prejudice-related incidents that may occur
 - plan and deliver curricula and lessons that reflect the principles set out above
 - keep up-to-date with equalities legislation relevant to their work.