

MANOR ROAD PRIMARY SCHOOL



EQUALITY POLICY & OBJECTIVES

**(Lancashire County Council Guidance
for Schools, June 2021)**

November 2023





Manor Road Primary School

**Equality Policy and Objectives
(Lancashire County Council Guidance for Schools, June 2021)**

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Manor Road Primary School
Equality Policy and Objectives
(Lancashire County Council Guidance for Schools, June 2021)

AIMS

Manor Road Primary 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

Having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Our latest Ofsted report (June 2023) states:

‘This is an extremely caring, inclusive and supportive school where all pupils learn.’

and

‘Staff successfully promote pupils’ understanding of equality and diversity.’

Our Mission Statement Aims include:

- We will ensure our school is a nurturing and happy family where everyone is valued for their individuality within a safe and secure environment.
- We will promote rights and attitudes of care, tolerance, trust and respect through a broad and balanced curriculum.

SCHOOL IN CONTEXT

Manor Road Primary School currently has 251 pupils on roll, made up of 125 boys and 126 girls.

The majority of pupils registered at Manor Road are White British, but we also have pupils from White and Asian, White and Black Caribbean, Any Other Asian, Any Other Mixed and Any Other White backgrounds who represent 5.6% of the total number of pupils on roll.

One member of staff and one governor are from an ethnic minority background.

1.2% of children and 2.4% of staff at Manor Road have English as an additional language; they are all competent in English.

There are 6 children on roll who have an Education, Health & Care Plan for a range of needs; two members of staff and two governors have known disabilities.

Manor Road Primary School is a relatively accessible school; there is a lift to the first floor and the annexe is accessible via a ramp. Parking passes are available for anyone with long or short-term accessibility issues, or SEND, so that they can use the school car parks. A range of seating is available for those who require it for events such as Nativity plays etc.

The school serves a community which is predominantly White British.

There are currently no looked after children at Manor Road Primary School.

LEGISLATION AND GUIDANCE

This document refers to 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

Other supporting documents are Department for Education (DfE) guidance: The Equality Act 2010 and schools:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf

and the Equality and Human Rights Commission: Technical Guidance for Schools:

<https://www.equalityhumanrights.com/en/publication-download/technical-guidance-schools-england>

and the Lancashire County Council Equalities Policy Guidance for Schools, June 2021

ROLES AND RESPONSIBILITIES

The governing body of Manor Road Primary School 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.

The equality link governor is Rachael Anderton They will:

- Meet with the designated member of staff for equality and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend 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

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8. All staff will promote an inclusive and collaborative ethos in the school, challenge inappropriate language and behaviour, respond appropriately to incidents of discrimination and harassment, ensure appropriate support for children with additional needs and maintain a good level of awareness of equalities issues

All members of the school community have a responsibility to treat each other with respect, to feel valued, and to speak out if they witness or are subject to any inappropriate language or behaviour

We will take steps to ensure all visitors to the school adhere to our commitment to equality.

ELIMINATING DISCRIMINATION

At Manor Road Primary School, we recognise that all members of the school and our wider community are of equal value. 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.

The Headteacher is responsible for monitoring equality issues, aided by our equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

ADVANCING EQUALITY OF OPPORTUNITY

As set out in the DfE guidance on the Equality Act, Manor Road Primary 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 wider life of school).

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

- Share attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above 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)
- Share further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

FOSTERING GOOD RELATIONS

As a school we believe that should treat each other with care, respect and kindness, and that strong positive relationships make a great school. We aim 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, 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, children will be introduced to literature from a range of cultures.
- Holding assemblies dealing with relevant issues. Children 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 inviting leaders of local faith groups to speak at assemblies and organising school trips and activities based around the local community.
- Encouraging and implementing initiatives to deal with tensions between different groups of children within the school. For example, our School Council has representatives from different year groups and is formed of children from a range of backgrounds. All children 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.

PUBLICISING THE POLICY

Manor Road Primary School Equality Policy is published on the school website, www.manorroad.lancs.sch.uk. A paper copy of the Policy can be obtained by making a request to the school office.

EQUALITY OBJECTIVES

At Manor Road, we have identified a range of equality objectives that suit our school community and circumstances. Please refer to Appendix 1 for these objectives.

MONITORING ARRANGEMENTS

At Manor Road, we will review and update the equality information we publish at least each year to demonstrate how we are meeting the aims of the general public sector equality duty and to evidence progress made towards our equality objectives. Our objectives will be drawn up and published by the Governing Board at least every 4 years.

CONSIDERING EQUALITIES IN DECISION MAKING

Manor Road Primary School ensures it has due regard to equality considerations whenever significant decisions are made. We consider equality implications before and at the time that we develop policy and make decisions and continue to review these on a continuing basis.

POLICY REVIEW DETAILS

Policy written by	Karen Marshall	From the Lancashire County Council Equalities Policy Guidance for Schools and the LCC Equality Toolkit for Schools
Policy implemented	November 2023	
Policy reviewed		
Review schedule	<p>Equality information published must be updated every year by the Headteacher</p> <p>The policy and objectives must be reviewed at least every four years by the governing body.</p>	

EQUALITY OBJECTIVES

OBJECTIVE	ACTION	SUPPORT	IMPACT
To close the attainment gap between disadvantaged children and non-disadvantaged children in Key Stage 2 results.	Disadvantaged children to be targeted in class and / or individually through specific interventions.	Pupil Premium interventions Boosters Family Support Early Help where required	
To ensure that EAL children receive language support if required.	Assessment by Class Teacher and Headteacher. Support services accessed as required.	Specialist advice to be sought as required Tutoring by the EAL / EMA team as required	
To ensure that children with SEND can access the curriculum.	Adjustments made to teaching, learning activities and environment, staffing and resources.	Adaptations made to teaching. Adaptations made to learning activities. Adjustments made to learning environment, eg. space outside the classroom Appropriate staffing, including individual and small group support as required. Provision of additional or adapted resources.	
To ensure that Manor Road Primary School is inclusive to same-sex families.	Ensure that imagery, talk and actions include all families. Training for staff as required.	PSHE sessions Provision of additional or adapted resources. Family support as required. Staff training as required.	