

Equality Objectives

Calthwaite C of E Primary School Equality Information and Objectives

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

1. **Eliminate discrimination** (Equality Act 2010)
2. **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
3. **Consult and involve those affected by inequality** in the decisions school takes to promote equality and eliminate discrimination.

Calthwaite 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.

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.

Our approach to equality is based on the following key principles:

1. All learners are of equal value
2. We recognise and respect difference
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. We observe good equalities practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our children.

Information on pupils by protected characteristics

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment. In order to ensure that all pupils are

protected from discrimination, **Calthwaite Primary School collects information on protected characteristics and staff are aware of what these are and how to meet every child's needs.**

Through rigorous 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 vulnerable groups (PP, FSM, EHCP, APDR) is removed**, or at least remains less than the gap nationally.

Eliminating discrimination and other conduct that is prohibited by the Act

We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

We eliminate discrimination by:

- Our behaviour policy ensures that all children feel safe at school
- 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.

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 parents/carers
- Listening to pupils at all times and through pupil voice

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 Calthwaite Primary School is seen as a community school within our local community

- Ensuring that equality and diversity are embedded in the curriculum and in extra-curricular activities
- Regular communication with parents and parents questionnaires / open evenings / Twitter feed