



Equality Information and Objectives 2023

Implementation: Sept 2023
Review date for: Sept 2024

This policy is applicable for all schools in The Moorlands Primary Federation (TMPF):

Bishop Rawle C E Primary School, The Valley Primary School, Hollinsclough C E Academy, Great Wood Primary School, Manifold C E Academy, St. Werburgh's C E Primary School and Dilhorne Endowed C E Primary School.

<p>TMPF Values: Trust; Mindful; Peace; Friendship.</p>
--

From this point onwards the above schools will be referred as, the Trust or TMPF.

1. Aims

Our schools aim 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

The Moorlands Primary Federation recognises that certain groups in society have historically been disadvantaged because of unlawful discrimination they have faced due to their race, sex, disability, gender reassignment, marriage/civil partnership, religion/belief, sexual orientation or age.

This policy will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the school community and workforce.

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.

This document also complies with our funding agreement and articles of association.

3. Roles and responsibilities

The Trust 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 annually.
- Delegate responsibility for monitoring the achievement of the objectives on a termly basis to the Executive Principals/CEO/School Leaders.

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 Trust leadership team monitors equality issues, and they regularly liaise regarding any issues and make Trustees aware of these as appropriate.

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. 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 full range of extra-curricular activities)

6. Fostering good relations

Our schools 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, 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.
- 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 pupils within the school. For example, 'buddy' systems or School Councils whereby ALL pupils in KS1 & KS2 have a voice on a regular basis. All pupils are encouraged to participate in the school's activities, such as sports clubs.
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach.
- Working closely with parents/carers.

Z Equality considerations in decision-making

Our schools ensures they have due regard to equality considerations whenever significant decisions are made.

Our schools always consider the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Equality objectives

The Moorlands Primary Federation – Equality Objectives 2023-2024

Objective	We chose this objective because:	Action/s	Timing	Who will implement and/or monitor	Effect on pupil outcomes
<p>To ensure that all pupils and their families are appropriately represented and valued</p> <p>Ensure that schools promote multi-cultural Britain.</p>	<p>Historical some groups have been under represented</p> <p>Many Trust schools are predominantly white British.</p>	<p>Ongoing teaching of Fundamental British Values (FBV) across all Key Stages.</p> <p>Adding enhancement through assemblies, school visitors, trips/visits and a range of other activities.</p> <p>Adapting lesson planning (where relevant) to ensure teachers have taken account of children from all families and backgrounds.</p> <p>Continue to develop the curriculum further taking account of all pupils and their families</p>	Ongoing from Sept 2022	School Leaders, Ex-Pr and CEO	<p>Children will have the knowledge & understanding and skills that will offer them a future they might not otherwise aspire to or expect within a fully inclusive community.</p> <p>Children will understand and communicate their knowledge of multi-cultural Britain.</p>
<p>When recruiting staff, the Trust continues to encourage applications from all potential employees.</p>	The Trust is aware of the imbalance in female to male staff.	Staffing reviews	Annually	TLT	Various role models
All staff to undertake DEI CPD	Ensure all staff are aware of protected characteristics	CPD	When CPD is available 2023/4	TB	

9. Monitoring arrangements

The Trust LT will update the equality information we publish, described in sections 4-7 above, at least every year.

This document will be reviewed by the TLT annually. This document will be shared with the Trust Board.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- TMPF Code of Conduct
-