



# Whitkirk Primary School

## Equality Objectives 2023-2026



*'Be the best that we can be'*

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

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct 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** between people who share a protected characteristic and people who do not share it.

At Whitkirk, we regard equality as a fundamental element which underpins all aspects of school life. Whitkirk Primary 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 implement a comprehensive Equality Policy which is published on our school website and Red Kite Learning Trust's website.

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. We ensure that all members of the school community are recognised as being of equal value, regardless of disability, ethnicity, culture, nationality, gender, religion or age
2. We respect and value diversity and remove barriers of disability, ethnicity, religion or sexual orientation
3. We aim to reduce and remove barriers and inequalities that already exist.
4. We have the highest expectations of all our children
5. We provide appropriate training for all staff and governors to support the achievement of our Equality Objectives
6. We monitor all aspects of our school's policies and practices to ensure that they support the published aims and ethos and establish Whitkirk as a community founded on equality, tolerance and respect for all.

### Information on pupils by protected characteristics

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

### Information on other groups of pupils

In addition to pupils with protected characteristics, we gather further information on the following groups of pupils:

- Pupils eligible for Free School Meals (FSM) and those in receipt of the Pupil Premium Grant (PPG)
- Pupils with Special Educational Needs (SEN)

**Respect – Achievement – Safety – Trust – Forgiveness – Friendship**

- Disadvantaged group
- Pupils with English as an Additional Language (EAL)
- Young carers
- Looked after children
- Other vulnerable groups

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 above different groups is removed, or at least remains less than the gap nationally.

### **Eliminating discrimination and other conduct that is prohibited by the Act**

The information provided here aims to demonstrate that we consider equality issues in everything that we do at Whitkirk Primary School. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality 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:

- Adoption of the Single Equality Policy Statement
- 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

### **Objective 1**

**Monitoring and promotion of the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially students with special educational needs and disabilities and disadvantaged pupils.**

**Why we have chosen this objective:** Children at Whitkirk have many opportunities to access extra-curricular activities and it is important that all pupils benefit from these, particularly those with protected characteristics, to promote one of our curriculum threads of equality and diversity.

**To achieve this objective, we plan to:** Use data analysis to ensure that representation in pupil voice groups reflect of our pupil demographic. We will ensure that disadvantaged pupils will have access to extra-curricular opportunities, through invitation and support to attend activities.

### **Objective 2**

**Continue to improve accessibility across the school for students, staff and visitors with disabilities.**

**Why we have chosen this objective:** The school has improved accessibility for specific pupils and now strives to ensure that accessibility is proactively considered, including for parents, parent meetings and visitors. Where there may be accessibility issues or required routes, these should be communicated in advance.

**To achieve this objective, we plan to:** Create and share guidance for communication with parents and other stakeholders. Templates for communication and policies will include accessibility arrangements for all events.

### **Objective 3**

**Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination, next academic year. Training evaluation data will show that those attending have a good understanding of the legal requirements.**

**Why we have chosen this objective:** Training for relevant staff and governors will support the school to promote equality and diversity in all areas, starting with the recruitment process.

**To achieve this objective, we plan to:** Enrol relevant staff and governors on training as well as working with RKLIT to ensure that the recruitment process is inclusive and attractive to all, from advertisement to induction and beyond.

#### **Objective 4**

**To continue with our aim to eliminate discrimination and develop pupils' understanding of quality and diversity through the curriculum.**

**Why we have chosen this objective:** The school curriculum provides an excellent opportunity for teaching pupils about the protected characteristics. For example, in our predominantly White British context, it is very important that we teach children about a range of cultures to promote respect.

**To achieve this objective, we plan to:** with the help of EDI external experts we want to audit the curriculum. This will mean pupil voice is included in the curriculum. Pupils, with adult support, will consider the texts we use and topics covered for unconscious bias and power narratives.