



ASTON TOWER MULTI-ACADEMY TRUST

ASTON TOWER COMMUNITY PRIMARY SCHOOL

EQUALITY OBJECTIVES

DATE	COMMITTEE/FTB	REVIEW DATE
10/7/2023	FTB	July 2027

Contents

1. Aims	3
2. Legislation and guidance	3
3. Roles and responsibilities	3
4. Eliminating discrimination	3
5. Advancing equality of opportunity.....	4
6. Fostering good relations	4
7. Equality considerations in decision-making.....	4
8. Equality objectives	4
9. Monitoring arrangements.....	5

1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) 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

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
- › Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- › Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher
- › Include an annual review of objectives in trust board meetings
- › Ensure they are familiar with all relevant legislation and the contents of this document
- › Attend appropriate equality and diversity training

The headteacher will:

- › Promote knowledge and understanding of the equality objectives among 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.

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.

Staff and trustees 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.

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 that are connected to a particular characteristic they have
- › Taking steps to meet the particular needs of people who have a particular characteristic
- › Encouraging people who have a particular characteristic to participate fully in any activities

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

- › Review achievement and attendance data each academic year showing how pupils with different characteristics are performing and attending
- › Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
- › Monitor, evaluate and take action on any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

6. Fostering good relations

The school aims 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.
- › Holding assemblies dealing with relevant issues.
- › Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. All pupils 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

7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers 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:

- › Is accessible to pupils with disabilities
- › Has equivalent facilities for boys and girls

8. Equality objectives

Objective 1

Review pupil attendance with regards to gender and ethnic backgrounds each term. Take actions to secure good attendance from all groups.

Why we have chosen this objective:

Attendance of pupils varies notably between different groups which is likely to result in groups with lower attendance achieving less well

Objective 2

Support mainstream pupils to hold positive attitudes to pupils with special educational needs and disabilities.

Why we have chosen this objective: we will shortly open a resource base for primary aged pupils with autism. Our most recent Ofsted inspection concluded that pupils have sensitive and positive attitudes towards others, however given this change, and the importance of preparing our pupils for more high-level needs SEND pupils attending our setting, we will strengthen our ethos further through the adoption of this objective.

Objective 3

To ensure the curriculum helps pupils to develop respectful attitudes towards a diverse range of family arrangements. Why we have chosen this objective: We wish to deepen further our pupils' understanding of diverse family arrangements.

9. Monitoring arrangements

The trust board will update the equality information we publish, at least every year.

This document, and our equality objectives, will be reviewed and updated by trust board at least once every 4 years.