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**Parkstone**

**Primary School**

**Equality Information**

**&**

**Objectives**

**2022-2026**

**Introduction**

This document describes how Parkstone Primary intends to fulfil its responsibilities to our pupils and workforce under the Public Sector Equality Duty.

Parkstone Primary is a member of the Humber Education Trust. All staff and governors are aware of their obligations under the Equality Act 2010 and all Trust staff, trustees, governors and volunteers are expected to have regard to the broad provisions of this document with respect to the Trust’s approach to its Public Sector Equality Duty.

The Public Sector Equality Duty has both general and specific duties.

**General duties**

* Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Equality Act 2010
* Advance equality of opportunity between people who share a protected characteristic and those who do not
* Foster good relations between people who have a shared characteristic and those who do not

**Specific duties**

* Set equality objectives (every 4 years)
* Publish information (annually)

The Public Sector Equality Duty requires Parkstone Primary to publish information about Equalities, specifically taking into paccount those with protected characteristics. The information we publish and analyse must be clearly linked to the three aims of the General Duties of the Public Sector Equality Duty.

**Protected Characteristics**

* age;
* disability;
* gender reassignment;
* marriage and civil partnership;
* pregnancy and maternity;
* race;
* religion or belief;
* sex;
* sexual orientation.

The ethos of the Humber Education Trust clearly reflects its commitment to fully including, respecting and valuing all members of our Trust community. All member schools have set their own equality objectives which are complementary to those set by the Humber Education Trust.

**Parkstone Primary School** – **Equality Objectives 2022-2026**

There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations (Amendment) Act (2000), Disability Equality Duty (2005) and Equality Act (2010).

Parkstone Primary School is committed to meeting its public sector duties and acknowledges that we have a statutory duty to:

Eliminate discrimination, harassment and victimisation;

Promote equality of access and opportunity within our school and within our wider community;

Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

The Leadership Team and Governors at Parkstone Primary School regularly review the progress we are making to meet our equality objectives with regard to the protected groups (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation) under the Equality Act (2010).

**Equality Objectives:**

At Parkstone Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set ourselves the following objectives:

**Objective 1:**  To monitor and analyse pupil achievement by race, gender and special educational need or disability and act on any trends or patterns in the data that require additional support for pupils.

**Objective 2:**  To raise levels of attainment in core subjects for all learners. For all learners to achieve national average expectations in Reading, Writing and Maths.

**Objective 3:**  To raise levels of parental and pupil engagement in learning and school life, across all activities including regular attendance to ensure equity and fairness in access and engagement.

To be reviewed annually by the governing body and SLT in the Autumn term.
To be monitored by the assessment lead for data trends (objective 1).
To be monitored by the Senior Leadership Team with a focus on the progress of SEND pupils (objective 2).
To be monitored by the Head of School and Senior Leadership Team with a focus on vulnerable groups (objective 2).
To be monitored by the Senior Leadership Team for parental engagement and attendance (objective 3).

**Humber Education Trust - Equality Objectives**

* Promote an organisational culture which reflects our commitment to ethical leadership and which encourages employees of all personal characteristics and backgrounds to feel included and supported to thrive and develop in the workplace.
* Implement a training programme which ensures that all staff and Trustees / governors are aware and regularly reminded of their responsibilities under the Equality Act 2010. This includes training as part of induction procedures and regular update training for existing staff and Trustees / governors.
* Continue to improve accessibility across all school sites for pupils, staff and visitors.
* Promote mental health and well-being awareness for all groups and develop appropriate support and intervention when needed.
* Ensure that all pupils have equitable access to all experiences and opportunities within our schools’ curriculum, including extra-curricular activities, visits and events.
* Narrow gaps in achievement for all groups of pupils and particularly those pupils who attract the Pupil Premium, those with SEND, LAC pupils and those from minority ethnic groups.

**Training**

As part of their induction, all staff and governors will receive training relating to their responsibilities under the Equality Act 2010. Further refresher training takes place on an annual basis. Regular reminders are given during meetings.

**Monitoring Arrangements**

It is important that we know and can evidence which pupils are doing well and less well so that we can take steps to improve.Much of the information and analysis will relate to the evaluation of our school improvement plan, the outcomes of internal and external monitoring and the analysis of pupil data. This information will be used to improve provision within our school. Comparisons will be made for different groups against the whole cohort, against each other and against national benchmarks.

Similarly we will continue to measure our employees’ experiences. Information will be gathered and analysed from a range of sources including staffing profiles, anonymised appraisal outcomes, HR data and exit interviews. This will then be used to inform future practice.

**Governors will:**

* Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school community, including to staff, pupils and parents
* Delegate responsibility for monitoring the achievement of the objectives on to the Headteacher.
* Receive annual reports from the Headteacher towards achieving the equality objectives and report this information to the Trust CEO
* Review Parkstone Primary School’s Equality Objectives at least every four years.

**The Executive Headteacher and Head of School will**

* Promote knowledge and understanding of the equality objectives amongst staff and pupils.
* Report on progress towards delivering the equality objectives on an annual basis and report this information to the Local Governing Body, alongside any other matters relevant to the school’s Public Sector Equality Duty.

**Links with other policies**

Where relevant, pertinent policies include reference to the importance of avoiding discrimination and other prohibited conduct.