

# Tottenham Infant School



## Equality Policy

Member of staff responsible	Sian Mainwaring
Date of policy approval	March 2023
Review Date:	March 2027

Tottenham Infant School's Equality Information, which is published, is agreed and reviewed every four years by the Governors.

The Governors carefully consider all policies with respect to the impact on equality and the possible implications for pupils and staff with protected characteristics.

### Aims

Tottenham Infant School aims 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.

### 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 based on Department for Education (DfE) guidance "The Equality Act 2010 and schools" (Documental advice for school leaders, school staff, governing bodies and local authorities).

## **Roles and Responsibilities**

The Governors will:

- Ensure that the equality information as set out in this statement and the equality objectives set by each school are published and communicated to staff, pupils, parents and the community and that they are reviewed and updated at least once every four years.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher.

The Headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils.
- Monitor success in achieving the objectives.
- Meet with the relevant staff members to discuss any issues and how these are being addressed.
- Ensure they're familiar with all relevant legislation and the contents of this document.
- Attend appropriate equality and diversity training.
- Report back to the Local Governing Body regarding any issues.
- Identify any staff training needs and deliver training as necessary.
- Ensure that the school budget supports this policy.
- Ensure all school staff have regard to this document and to work to achieve the objectives.

## **Eliminating Discrimination**

The Governors and the school are aware of their obligations under the Equality Act 2010 and complies with non-discrimination provisions. Where relevant, our forms

include reference to the importance of avoiding discrimination and other prohibited conduct.

## **Equality Objectives**

As set out in the DfE guidance on the Equality Act, the school will set its own appropriate objectives to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which 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:

- Publish attainment data each academic year showing how pupils with different characteristics are performing.
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information.
- Gather further data about any issues associated with particular protected characteristics, identifying any issues which could affect its pupils.

These objectives will be made available on the school's website.

## **Monitoring arrangements**

The school will ensure that the equality information is published on its website and updated regularly. This policy will be reviewed every four years by the Governing Body.