

## **The Royal (Crown Aided) School**



### **Equality information and objectives**

*Loving to learn, learning to love, guided by God.*

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AT THE ROYAL SCHOOL OUR VISION IS TO LIGHT UP THE WORLD THROUGH  
BEING - **B**IG THINKERS – **R**ESOURCEFUL - **I**NDPENDENT AND **R**ESILIENT -  
**G**ENEROUS OF SPIRIT - **H**ONEST AND - **T**EAM PLAYERS

## 1. Aims

Our 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

The Royal School is committed to equal opportunities and aims to be a school where everyone:

- Is respected and respects others.
- Takes part in the life of the school.
- Has the opportunity to be the best that they can be.
- Develops skills essential to life.
- Exercises choice.

As a Church of England School we believe all are valued children of God and we strive to reflect God's love for all of His children.

## 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](#).

## 3. Roles and responsibilities

The governing 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

The headteacher will:

- Promote knowledge and understanding of the equality objectives amongst 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.

All staff receive refresher training on the Equality Act every January.

## 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)
- › 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 school clubs and activities)

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

- › Analyse and consider in planning attainment data each academic year showing how pupils with different characteristics are performing
- › Annually determine strengths and areas for improvement, implement actions in response and include in the school development plan when appropriate.
- › Publish further data about 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, pupils will be introduced to literature from a range of cultures
- › Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute when possible
- › Working with our local community. This includes organising school trips and activities based around the local community

## 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:

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

## 8. Equality objectives

### Objective 1

We will promote diversity and inclusion through auditing and replacing images and resources used within school that do not accurately represent a diverse society.

### Objective 2

We will tackle gender bias by actively presenting to children a range of careers and job opportunities that challenge traditional gender stereotypes.

### Objective 3

We work towards closing the attainment gap between boys and girls writing.

## 9. Monitoring arrangements

The Headteacher will update the equality information to go to all staff and governors each year.

This document will be reviewed by the full governing body at least every 4 years.

This document will be updated (section 8) and published on the website by the Headteacher annually.

The Headteacher will report on the equality objectives as part of the school evaluation annually.

## 10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment