



Our Equality Objectives

2023 – 2027

Introduction

Stower Provost Community School has a statutory duty to publish one or more equality objectives at least every four years. This document sets out our three equality objectives for 2023 – 2027.

The objectives seek to put key building blocks in place, to promote equality and accessibility across our school community. We have identified these objectives based on a range of evidences about the key issues for our school. We will review this evidence and update our objectives accordingly.

A theme running through our objectives is to maintain dialogue with pupils, families, staff and governors, to ensure we remain aware of any emerging issues and can address these effectively.

As well as setting out our objectives, this document summarises the legal context for equality and the issues informing our objectives.

The legal context

Schools have a statutory duty under the Equality Act 2010 to pay 'due regard' to the following when exercising public functions:

- Eliminate discrimination, harassment and victimisation and other prohibited conduct
- Advance equality of opportunity for people with protected characteristics
- Foster good relations between people who share a relevant protected characteristic and people who do not share it

The Act also requires schools to:

- Publish equality objectives that are proportionate, specific and measurable
- Report annually on progress
- Publish a school accessibility plan
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Our School community

Our school community has its own unique make up with 86 children spread across the seven year groups. The school has 64% boys across the school and 36% girls, 17% are on the SEN register, almost all children are registered as White British, other than 2 EAL pupils and approximately 17% are eligible for the Pupil Premium.

Issues that our objectives take into account

Our equality objectives address the following issues:

- Accessibility, in terms of the curriculum, extra-curriculum activities and physical accessibility, is sometimes challenging because there is a perception that increased accessibility means increased costs. However, we strongly believe that forward planning can create many opportunities to embed good accessibility across our school community, to make good accessibility the 'norm'.

Our equality objectives for 2023 – 2027

Objective 1:

Our school to be a welcoming and inclusive place for children and staff alike, with equality of opportunity for all.

With regards to staff the aim would be to attract talent from wherever it comes. Stower Provost will ensure that our policies take account of the Equality Act and the school will take decisive action to address inequalities where we find them.

Objective 2:

To continue to increase staff understanding of equality and its implications on a day to day basis to reduce and/or remove inequalities in attainment through the school, particularly inequalities relating to the protected characteristics, listed in the Equality Act.

- ❖ age.
- ❖ gender reassignment.
- ❖ being married or in a civil partnership.
- ❖ being pregnant or on maternity leave.
- ❖ disability.
- ❖ race including colour, nationality, ethnic or national origin.
- ❖ religion or belief.
- ❖ sex.
- ❖ sexual orientation

From a pupil perspective to further develop pupil awareness and understanding of the protected characteristics and how this is entwined into daily life, through our positive PSHE approach.

Objective 3:

To build levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.

Our action plan on the following pages sets out more information.

Monitoring and governance arrangements

Our Governing Body is responsible for monitoring delivery of our objectives on a termly basis.

The date of the next formal review of these objectives is March 2024.

Further Information

For further information please contact the Headteacher.

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Actions:

We will strive to improve the representation of individuals and their protected characteristics. We will achieve this through consideration being given to our advertising streams and the adverts placed, Our recruitment processes will demonstrate to suitably qualified and experienced candidates that our school is an organisation where candidates from any background can develop their careers. We will encourage all members of our workforce to challenge bullying, harassment and discrimination. We will provide space for them to do so by setting clear expectations, which will be role-modelled by our all our staff.

How will we know the objective is achieved?

We will measure our success through annual parent and pupil survey results. We will monitor our workforce data and use the analysis to make proportionate changes to our policies and procedures as necessary. This will allow the tracking of CPD opportunities to ensure they are inclusive and accessible to all as well as for the correct action to be taken to reduce inequality in the development of our staff.

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Actions

All staff will understand the school's statutory duty under the Equality Act 2010 and adhere to the policy and practice outlined in the Equalities statement. Class teachers will know their class well

and the individuals and groups that are represented within it. They will monitor and analyse pupil progress and achievement with regard to the protected characteristics, and act to address any trends for patterns in the data that indicate differences in outcomes for these groups. Monitoring of teaching and learning will include focus on pupil groups. Pupil participation in extra-curricular activities will be monitored.

How will we know the objective is achieved?

Monitoring records of teaching and learning will evidence quality first teaching in place for all groups of pupils. Assessment information will show that attainment is not impaired due to personal characteristics.

From a pupil perspective, pupil awareness and understanding of the protected characteristics will be apparent through conversations, responses and their everyday actions.

Objective 3:

To build levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.

Actions

All staff will understand the school's statutory duty under the Equality Act 2010 and the implications for our daily practice in school. We will ensure good communication is maintained with parents and that reasonable adjustments are made and barriers removed wherever possible to encourage their participation and promote partnership in their children's learning.

How will we know the objective is achieved?

Data analysis and reporting to the Governing Board regarding levels of parental engagement in learning and school life shows good attendance and little variation between groups. Information from parental feedback, both informal and formal e.g. parental questionnaire and parent forums.