

OAKDALE PRIMARY SCHOOL



Equality information and objectives

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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

Our school aims to promote respect for difference and diversity in accordance with our values, such as care, collaboration, respect, challenge and aspire. We are proud of the values we hold most dear and the exemplary students that pass through our doors. Our emphasis upon learning, teaching and outstanding behaviour is reflected in each and every Ofsted report.

We have high expectations and high aspirations for every one of our students. We encourage our students to be individuals and to take responsibility for their choices as well as teaching them about tolerance and respect towards others.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people.

Our approach to equality is based on the following key principles:

- All learners are of equal value
- We recognise and respect difference
- We foster positive attitudes and relationships and a shared sense of belonging.
- We observe good equalities practice in staff recruitment, retention and development.

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 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. The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at Oakdale Primary School. We are committed to working for equality for all our staff, parents/carers and children.

We eliminate discrimination by:

- An expectation that everyone is treated with respect and dignity fostering good relationships within the school community.
- Eliminate all forms of unlawful discrimination. All staff are expected to deal with any discriminatory incidents that may occur. They are expected to know how to identify and challenge prejudice and stereotyping; and to support the full range of diverse needs according to a pupil's individual circumstances.
- Eliminate harassment and bullying (of which we keep accurate records and report to the Local authority).
- Advance equality of opportunity through vision, strategy and practice.
- Planning for personalised support for pupils through differentiated teaching, individual care plans and intervention strategies

- Positive behaviour policy which focusses on positive behaviour management.
- Anti-bullying work is routine throughout the school and a focus in assemblies, PSHE curriculum and an annual Friendship week. Our curriculum design has been considered to ensure our core values of respect and care underpin all learning.
- E-Safety is regularly taught in school years R – 6. This is targeted in accordance with the class needs.
- Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.
- New staff receive all relevant policies linked to the Equality Act as part of their induction, and all staff receive refresher training every year in relation to the expectations of the behaviour policy and the staff code of conduct.

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:

- Systematic monitoring, rigorous analysis of progress, attendance and behaviour data for different cohorts of pupils, provides information on trends in achievement and those at risk of underachievement.
- Interventions are put in place for those pupils at risk of underachievement and are shared with parents.
- Accessible curriculum experiences ensuring equity.
- Encouraging all pupils to be involved in the full range of school activities
- There is an inclusive approach to ensuring all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the School Council; class assemblies; fund raising etc

We seek to take proportionate steps to help individuals and groups of pupils to overcome barriers in their learning and access to the full range of school provision. We make reasonable adjustments e.g. provision of sensory equipment, Sats access arrangements, assisted communication and increased supervision to support these 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 and to celebrate diversity

- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. 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 and to share their own experiences

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

We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. At Oakdale 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.

To do this we will collect data related to the protected characteristics above and analyse this data to

determine our focus for our equality objectives. The data will be assessed across our core provisions as a

school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Objective 1

To provide an environment that celebrates and respects diversity.

Why we have chosen this objective: We believe that education is not just about imparting knowledge; it's about nurturing individuals who are equipped to thrive in an ever-evolving, globally connected, and culturally diverse world.

To achieve this objective we plan to: Achieve the EDI quality mark [EDI QUALITY MARK – EDI Quality Mark](#) and to continue to develop in accordance with our action plan over a 4 year period.

Objective 2

Increase the representation of staff from local black and minority ethnic communities over a 4-year period

Why we have chosen this objective: Our work force is predominately white British which is not representative of the Peterborough area. 86%

To achieve this objective we plan to: increase the profile of our staff to reflect the cultural and diverse society we live in as part of living in Peterborough through advertising roles in a wider forum. 14% to 20%

Objective 3

To train all members of staff involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year, September 2025. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Why we have chosen this objective: To build on our current processes and procedures to ensure that all

staff involved in the recruitment process have received the most up-to-date training available to raise

awareness of the principles of the Equalities Act.

To achieve this objective, we plan to: Access relevant EPM training:

Equality and Diversity Awareness Training

- Overview of the Equality Act 2010
- Main obligations on employers – from recruitment through to dismissal and beyond
- Overview of EPM third party documentation with direction to the main documents to consider
- Internal Employment policies / procedures and the importance of training
- Common issues in relation to employment
- Compensation regime in the Employment Tribunal for discrimination claims

9. Monitoring arrangements

This document will be reviewed by the Headteacher at least every 4 years.

This document will be approved by the Governing body.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Behaviour Policy

