



Equality information and Objectives

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By: Governors

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Contents

Background.....	2
Legislation and Guidance	2
Roles and Responsibilities	3
Eliminating Discrimination, Harassment and Victimization.....	3
Advancing Equality of opportunity.....	3
Fostering Good Relations	3
Equality Considerations in Decision making	4
Equality Objectives	4
Monitoring arrangements.....	4

Background

Ronkswood, within Worcester, has a high level of deprivation and as such, high levels of economic need within the area surrounding the school.

Twenty four separate ethnic groups are represented within the school, the largest of which (outside white British) being Indian origin (11%).

There is similarly wide-ranging representation from a number of different faiths within the Perry Wood community, such as Christian, Hinduism, Islam, Catholic, Buddhist and Sikhism.

In 2023, 35% of pupils at Perry Wood are in receipt of Free School Meals. This figure is significantly higher than the national average, which is 23.8%.

Perry Wood primary aim to create an environment where individuals feel confident and at ease by:

- Being respectful
- Always treating other members of the school community fairly
- Developing an understanding of diversity and the benefits it can have
- Adopting an inclusive attitude
- Adopting an inclusive curriculum
- Encouraging compassion and open-mindedness

We will support pupils to embed this approach.

Legislation and Guidance

Perry Wood Primary has obligations under the Public Sector Equality Duty (PSED) (as set out in the Equality Act 2010) to have due regard to the need to:

- Eliminate discrimination, harassment, victimization 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 protected characteristics within the Equality Act 2010 are Sex; Race; Disability; Religion or Belief; Sexual orientation; Gender reassignment; Pregnancy or Maternity.

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 Head of school

The Head 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 set out.

Eliminating Discrimination, Harassment and Victimization

We will not discriminate against, harass, or victimize any pupil, prospective pupil, member of staff or any other member of the school community because of any protective characteristic. We will not tolerate any prejudice-related discrimination whether direct or indirect, and will treat any such incidents with the utmost seriousness.

All within the Perry Wood community will challenge any type of discriminatory and/or bullying behavior.

We will explore concepts and issues relating to identity and equality through the PSHE curriculum, the programme of assemblies and co-curricular activities.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every year.

Advancing Equality of opportunity

Perry Wood aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have
- Taking steps to meet the particular needs of people who have particular characteristics
- Encouraging people who have a particular characteristic to participate fully in any activities

We will therefore:

- Collate and regularly analyse information (e.g safeguarding, behavior, attendance and attainment data) related to specific groups within the school community to identify any trends or patterns, and ensure that appropriate steps are taken to address any issues identified

Fostering Good Relations

Perry Wood instils in its pupils the importance of making a positive impact in the world, by showing empathy, respect and compassion to all. It is an intrinsic part of the education we provide our children, using Perry Wood school values to underpin the activities of the school.

We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. This challenge will be delivered in a way that prevents discrimination, instead promoting inclusive attitudes.

Perry Wood recognises the importance of the use of language and high-quality resources in setting a tone and culture within the school. We ensure that staff, children and resources:

- Use appropriate and accurate language referring to particular groups or individuals
- Do not consciously offend, transmit or reinforce negative stereotypes
- Use their words to lift others, not pull each other down
- Reflect the reality of an ethically and culturally diverse society and challenge negative stereotypes
- Provide balance to discussions
- Are accessible

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

Equality Objectives

Objective 1

Increase understanding of the equality Act amongst staff and elect an EDI champion to instill an awareness of the impact of actions in relations to meeting our equality aims.

Why we have chosen this objective: To ensure all staff are working from a strong base of knowledge and share purpose.

Objective 2

In conjunction with our wide horizon offer, plan visits and visitors to inspire Equality, Diversity and inclusion across the curriculum ensuring all children have a good cultural awareness.

Why we have chosen this objective: The Perry Wood community is continually changing and to reflect that we ensure that all children can explore opportunities to raise aspirations for individuals and curriculum areas.

Objective 3

Challenge typical stereotypes through the texts and projects we study.

Why we have chosen this objective: Use our curriculum as an avenue to explore experiences and barriers to lead to a greater understanding of individuals and the impacts that individuals and groups have had on our past and future lives.

Monitoring arrangements

The Head will update the equality information we publish, at least every year. This document will be reviewed by the Senior Leadership Team at least every 4 years. This document will be approved by the Governing body.