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Headteacher: Mr R Goffee



# Equality Information and Objectives

## 2018 / 2019

### 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

### 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 any form of 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, 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 equality link governor is Rev Harding. He will:

- Meet with the headteacher and other relevant staff members every term, 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 full governing board regarding any issues

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
- Meet with the equality link governor every term to raise and discuss any issues
- Support the school in identifying any staff training needs, and deliver training as necessary

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.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

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

The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

## 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 which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. accommodate Muslim pupils to allow them 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 societies)

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
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils, staff or visitors

## 6. Fostering good relations

Green Lane CE Primary School aims to promote positive relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding through different aspects of our curriculum.
- 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
- Actively involving pupils in PSHE sessions in High Force Education
- Working with our local community
- Encouraging and facilitating 'pupil voice' throughout the school
- Taking opportunities to work as a whole school in order to encourage a genuine team ethos eg whole school topics, productions and a wide range of extra curricular activities
- Developing links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

## 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.

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

## 8. Equality objectives

**Objective 1:** To eliminate discrimination by timetabling staff efficiently to cater for the needs of all children including those with special needs and disabilities

*We have chosen this objective because this issue is relevant to the school at the moment. To achieve this objective we plan to monitor, review and adjust current need and provision to minimize the impact on teaching time for both children and support staff. An initial plan is in place and progress will be reviewed on a regular basis.*

**Objective 2:** To eliminate discrimination by promoting spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity

*We have chosen this objective to enable the pupils to reflect on equality issues, to help them to tackle prejudice and to promote community cohesion. We plan to involve all of the school community and consult with other stakeholders as well as taking into account national and local priorities and issues.*

## **9. Monitoring arrangements**

The headteacher will update the equality information we publish, described in sections 4-7 above, at least every year.

This document will be reviewed and approved by the Personnel Committee of the governing body

## **10. Links with other policies**

This document links to the following policies:

- Accessibility plan
- Getting Along (Anti-bullying) Policy
- Equality Policy
- Risk assessments

## **11. Approval and Review**

Approved:

Due for review: