

Our Equality Objectives

Caversham Park Primary School



Together we enjoy, create and achieve

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Date for review: January 2028

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Legal Requirements

Everyone has the right to be treated with dignity and respect.

The Equality Act 2010 prohibits direct and indirect discrimination, harassment and victimisation of people on the grounds of protected characteristics - disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation and age.

The Equality Act 2010 also requires public bodies such as schools to have due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations between people from different equality groups

This is called the public sector Equality Duty and its purpose is to promote equality for all.

The Government has issued guidance which sets out that having due regard means consciously thinking about the three aims of the public sector Equality Duty as part of the process of decision-making. This means that considering equality issues must influence the decisions reached by schools- such as in how we act as employers; how we develop, evaluate and review our policies; how we design, deliver and evaluate what we offer and how we commission and procure services from others.

Schools also have a responsibility to:

- Publish equality objectives by 6 April 2012 and every four years thereafter;
- Publish information annually from 6 April 2012 to demonstrate their compliance with the general Equality Duty
- Publish information relating to their employees and others affected by their policies and practices
- Public bodies with fewer than 150 employees are not required to publish information on the effect of their policies and practices on their workforce.

A school's published information should include:

- Information on the effect that their policies and practices have had on employees, service users and others from the protected groups;
- Evidence of the analysis undertaken to establish whether their policies and practices will (or have) furthered the three equality aims in the general equality duty;
- Details of the information used in that analysis, and
- Details of engagement with people with an interest in the aims of the duty.

This information must be published in a way that is accessible to the public

Introduction

Deciding on and meeting our Equality Objectives will require ownership by Governors, senior leaders, all staff, the school community and learners.

This document is to help us focus on the outcomes that matter to the people who use our school and its services and our local community; and to ensure that our services are accessible and delivered effectively.

We need to be able to demonstrate what we have done and what we plan to do to improve opportunities and outcomes for pupils, staff, parents and other users of the school. Our success in meeting our objectives will be monitored and delivered through the governors' role, school improvement processes and our self evaluation processes.

Our Vision and Aims for Equality and Diversity

'We will treat everyone at Caversham Park Primary School fairly so that all members of our school community can together enjoy, create and achieve'.

The Headteacher, teachers, all other staff and the Governors of Caversham Park Primary School, in partnership with parents/carers are dedicated to keeping children safe and helping them achieve what they want in life. Together, we aim to provide the necessary support that our children need in order to achieve the five *Every Child Matters* outcomes: *be healthy; stay safe; enjoy and achieve; make a positive contribution and achieve economic well-being*.

Our school aims are to:

- Promote high expectations of each child's abilities
- Instil a love of learning through a creative approach
- Ensure that all children have equal access to and opportunities from the curriculum
- Create a safe, caring and welcoming environment for the children and to develop closer ties with parents/carers
- Value and appreciate ourselves and others, both in our school and the wider community
- Value and respect the diverse cultural and religious backgrounds of all people
- Share a healthy attitude to life
- Prepare ourselves for the future

We will vigorously tackle discrimination wherever found and work to create good relationships in school between all groups on the ground of race, disability, gender, gender identity, sexual orientation, religious belief and age.

We will ensure that every pupil irrespective of race, disability, gender, religion and belief or sexual orientation is able to achieve high standards and that strategies are in place to tackle under-achievement. We will ensure that every pupil has access to the necessary teaching and support required to enable them to achieve their highest potential. We will ensure that the school's procedures for disciplining pupils and managing behaviour are fair, effective and equitable.

Our intention is to ensure that the adults working or volunteering in the school are from diverse groups. We believe that this provides good role models for our pupils.

We will involve pupils, staff, parents, carers, governors and communities in the development of our objectives. They will be involved from the very start and their involvement will inform the preparation, development, publication, review and reporting of our objectives. The aim is to ensure that we meet the needs of people: from all ethnic backgrounds and of all religions or beliefs; of all ages; of all genders and sexual orientations and of all abilities.

Our school context:

Our school context

Our Pupil Population (at January 2024)

Total Number of Pupils on Roll: **124** (62 boys / 62 girls)

Percentage of Pupils - Pupil Premium (PP): **12%**

Percentage of Pupils - Free School Meals (FSM): **11%**

Percentage of Pupils - English as an Additional Language (EAL): **27%**

Ethnic Breakdown for the School:

Ethnicity:	Number of Pupils:	Percentage of Pupils:
Any other Asian background	2	1.6%
Any other black background	1	0.8%
Any other ethnic background	5	4.0%
Any other mixed background	7	5.6%
Any other white background	10	8.0%
Black or Black British - African	6	4.8%
Black or Black British - Caribbean		
Chinese	9	7.2%
Indian	11	8.8%
Pakistani	2	1.6%
Refused	5	4.0%
Not Yet Obtained		
White - British	62	50%
White and Asian	1	0.8%
White and Black African		
White and Black Caribbean	3	2.4%

Children in Care: 0

SEN Breakdown for the School (number of pupils): 24% (including 2 EHCP)

Our school context

Our Staff (at January 2024)

	Male	Female	Age 20-30	Age 31-40	Age 41+
Headteacher	0	1			1
Teachers	0	8	1	5	3
Support Staff	0	19	1	2	17

Our Governing Body (at January 2024)

	Male	Female	Age 20-30	Age 31-40	Age 41+
Staff		1		1	
Co-opted	2				2
Local Authority	1				1
Parent	1	1			

Our Governing Body is made up of 2 females and 4 males. All have voting rights. We also have one Associate Member on the Governing Body, who does not have voting rights.

Roles and responsibilities, commitment and accountability

We will mainstream equality issues by:

- Paying **due regard** to equality issues within all our key policies, planning, decision making processes and performance management;
- Ensuring that our planning contributes towards our equality objectives;
- Ensuring that arrangements are in place to monitor and report on our progress against our objectives; and
- Ensuring that we engage effectively with our learners, staff, parents and local communities in planning, delivering and monitoring the objectives

Race

We recognise that black and ethnic minority people experience discrimination on the basis of colour, race, nationality and ethnic origin. This discrimination manifests itself in all areas of life. Racial harassment and violence is one of the most serious consequences of racism, damaging people emotionally and physically and limiting life choices and opportunities.

We will take all necessary measures to prevent and tackle racial harassment and assist our learners to live in freedom from harassment and to feel safe as they enjoy and achieve throughout their time at our school.

We are committed to working for the equality of all ethnic groups. The Governing Body understands its accountability. Under the duties of the Equality Act we will:

Tackle unlawful discrimination by:

- Keeping accurate records of all ethnic groups, their backgrounds and needs and how we respond to them;
- Dealing with complaints of discrimination and harassment speedily according to local authority guidance *Challenging and Dealing with Racist Incidents in Schools* and notify complainants of the outcomes and action taken; and
- Encouraging dialogue between different racial groups

Advance equality by:

- Expanding access and achievement across all communities and in all areas of school activity;
- Promoting the active participation of minority communities in shaping the future of our school;
- Consulting with ethnic minority learners, their families and staff on issues affecting them rather than with people acting on their behalf.
- Ensuring the school staff, learners and their families as well as the wider community fully understand the principles of race equality and good race relations.

Foster good relations and cohesion by:

- Promoting activities that celebrate our common experience as well as those that recognise diversity
- Encouraging learners and their families of all ethnic groups to participate fully in all aspects of school life;
- Fostering understanding and respect for the cultures and faiths of all our learners and their families;
- Countering myths and misinformation that may undermine good community relations;

Our Race Equality Objective is:

‘To have no racist incidents occur within school, should an incident occur however, we will act immediately to solve and to prevent any repetition of the incident’
All incidents of this kind should they occur will be recorded and monitored accordingly.

We welcome all applications to join the school, whatever background or disability a child may have. We gather information from our school application forms, our home visits, learning journeys from nurseries children may have attended before applying and we will liaise with any outside agencies that may be involved with the child/family wherever necessary.

Our Equality Policy sets out the roles and responsibilities of headteacher, teachers, other staff and governors.

The Headteacher and Classroom Teachers closely monitor the performance of every child in the school and review their progress on an ongoing and termly basis. Pupil tracking data is used to demonstrate that 100% of pupils are making at least expected progress.

We will publish our progress annually as part of our review of the School's Equality Objectives.

Disability

We recognise that people with disabilities experience discrimination across all areas of life. We welcome the requirements of the Equality Act and set out our commitment to meeting the duties in relation to disability. Our aim is to advance disability equality across all areas of the school, to disabled pupils, staff, parents, carers and other school users.

We are committed to working for the equality of people with and without disabilities. The Governing Body understands its accountability. Under the duties of the Equality Act we will:

Tackle unlawful discrimination against people with disabilities by:

- Challenging patronising or discriminating attitudes;
- Making the environment as safe as possible and challenging antisocial or bullying behaviour against, or harassment of, disabled learners, staff and families.
- Monitoring and eliminating discrimination and disability related harassment
- Improving the environment of the school to increase the extent to which disabled learners can take advantage of education and associated services

Advance equality for people with disabilities by:

- Removing barriers to accessibility, particularly in relation to education, employment and access to services, information and buildings;
- Increasing the extent to which disabled learners can participate in the school curriculum
- Providing where possible, support, assistance and care to disabled learners to enable them to lead independent lives;
- Supporting disabled learners, staff and carers according to their individual need
- Taking steps to meet people's needs related to their disability, even if this requires more favourable treatment
- Involving disabled learners, their families and disabled staff in the changes and improvements we make and consulting them on issues affecting them, rather than with people acting on their behalf.
- Monitoring staff and learners by disability.
- Having a Disability Equality Objective

Foster good relations and cohesion by:

- Promoting equality of opportunity between people with disabilities and other people.
- Promoting positive attitudes towards people with disabilities
- Increasing the inclusion of positive images of people with disabilities across the curriculum
- Encouraging participation of people with disabilities in school life.

Our Governing Body has a Resources Sub Committee which regularly reviews the physical environment needs and changes for the school.

Our School Development Plan is a living document where we record along with many other targets and measure any gender gaps in education and plan suitable interventions to narrow the gap.

Pupil tracking data is used to demonstrate that 100% of pupils are making at least expected progress.

We will publish our progress annually as part of our review of the School's Equality Objectives.

Gender

We welcome all applications to join the school.

Our Equal Pay Audits are governed by Reading Borough Council.

Our Single Plan is a living document where we record along with many other targets and measure any gender gaps in education and plan suitable interventions to narrow the gap.

Pupil tracking data is used to demonstrate that 100% of pupils are making at least expected progress.

We are committed to combating sex discrimination and sexism and promoting the equality of women and men. We recognise that society has stereotypes for both women and men, and both women and men can lose opportunities because of these stereotypes. We are aware that staff with caring and domestic responsibilities may need to work part-time or flexible working hours.

We will work in partnership with other agencies to eliminate sexual harassment, domestic violence and other hate crimes.

We are committed to working for the equality of women and men. The Governing Body understands its accountability under the Equality Act and we will give due regard to the need to:

Tackle unlawful discrimination by:

- Eliminate unlawful discrimination and harassment on the grounds of sex, including domestic violence, sexual violence, bullying and exploitation
- Challenging patronising or discriminating attitudes;
- Making the environment as safe as possible and challenging antisocial or bullying behaviour against, or harassment of girls, boys, women and men

Advance equality for girls, boys, women and men, in all our functions by:

- Monitoring learner outcomes and achievement by gender
- Monitoring staffing and pay by gender

Foster good relations and cohesion by:

- Promoting equality of opportunity between men and women
- Increasing the inclusion of positive, non stereotypical images of women and men, girls and boys across the curriculum
- Encouraging the equal participation of boys and girls, women and men in all aspects of school life.

We will publish our progress annually as part of our review of the School's Equality Objectives.

Religion and Belief

We recognise that the Equality Act 2010 requires us to assess the impacts of our policies, functions and procedures have on promoting equality for people based on their religion, belief and non-belief. We will take all necessary measures to prevent and tackle discrimination and assist our learners to live in freedom from harassment and to feel safe as they enjoy and achieve throughout their time at our school.

We are committed to working for the equality for people based on their religion, belief and non belief. The Governing Body understands its accountability under the Equality Act and we will give due regard to the need to:

Tackle unlawful discrimination by:

- Monitoring and eliminating unlawful discrimination and harassment on the grounds of religion or belief
- Making the environment as safe as possible and challenging antisocial or bullying behaviour on the grounds of religion, belief or non-belief

Advance equality in all our functions by:

- Removing any barriers which prevent children and adults of all religions, beliefs or non belief taking a full part in our school life
- Assessing the impacts of our policies and procedures on promoting equality based on religion, belief and non belief

Foster good relations and cohesion by:

- Encouraging the equal participation of people of all religions, beliefs and non belief in all aspects of school life

We welcome all applications to join the school.

The school curriculum reflects the attitudes, values and respect that we hold for different religious groups and cultural beliefs.

The school will not tolerate any incidents of religious or cultural intolerance. The school, should however an incident occur, will act immediately to resolve and prevent any repetitions of the incident. All incidents of this kind would be recorded and monitored accordingly.

We will publish our progress annually as part of our review of the School's Equality Objectives.

Sexual Orientation and Gender Identity

We are committed to combating discrimination faced by lesbians, gay men and bisexual and transgendered (LGBT) people. We want to ensure equality of opportunity for LGBT people across services and employment.

We recognise that the Equality Act 2010 requires us to assess the impacts of our policies, functions and procedures have on advancing equality for people based on their sexual orientation. We will take all necessary measures to prevent and tackle discrimination and assist our learners to live in freedom from harassment and to feel safe as they enjoy and achieve throughout their time at our school.

We respect the rights of individuals to be open about their sexual orientation. We tackle homophobia, challenge stereotyping and aim to improve knowledge about LGBT communities, both internally and within the community as a whole. The Governing Body understands its accountability under the Equality Act and we will give due regard to the need to:

Tackle unlawful discrimination by:

- Taking a pro-active approach to preventing all forms of homophobia within the school
- Challenging patronising or discriminating attitudes and homophobic language;
- Making the environment as safe as possible and challenging antisocial or bullying behaviour against, or harassment on the grounds of sexual orientation or gender identity
- Dealing with complaints of discrimination and harassment speedily and according to Local Authority Guidance and notify complainants of the outcome and actions taken.

Advance equality for of LGBT people in all our functions by:

- Assessing the impacts of our policies, functions and procedures on promoting sexual orientation equality

Foster good relations and cohesion by:

- Promoting equality of opportunity between men and women
- Increasing the inclusion of positive, non stereotypical images of LGBT people and the contributions they have made to different aspects of the curriculum

We are aware that prejudice and stereotyping is caused by low self-esteem and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

The school will not tolerate any incidents of Sexual Orientation and Gender Identity Intolerance. The school, should however an incident occur, will act immediately to resolve and prevent any repetitions of the incident.

All incidents of this kind would be recorded and monitored accordingly.

We will publish our progress annually as part of our review of the School's Equality Objective

Age

We are committed to promoting equality of opportunity for younger and older people. We recognise that society has negative attitudes, stereotypes and myths about youth, ageing, younger and older people. These attitudes and beliefs can lead to both younger and older people being socially and economically disadvantaged, excluded and marginalised. We believe that younger and older people have the right to equality of opportunity and that they make a significant and valuable contribution to the community at large.

Age equality means securing the equal participation in society of people of every age, securing a balance between equal citizenship, equality of opportunity, equality of outcome and respect for difference

Tackle unlawful discrimination by:

- Challenging patronising or discriminating attitudes and language;
- Dealing with complaints of discrimination and harassment speedily and according to Local Authority Guidance and notify complainants of the outcome and actions taken.

Advance equality by:

- Assessing the impacts of our policies, functions and procedures on promoting age equality

Foster good relations and cohesion by:

- Increasing the inclusion of positive, non stereotypical images of people of all ages and the contributions they have made to different aspects of the curriculum

We challenge prejudice and stereotyping by age through positive educational experiences in the curriculum. Through this approach we aim to promote positive social attitudes and respect for all.

Anti-bullying

Our School states clearly that all forms of bullying and discrimination are unacceptable and will not be tolerated. We recognise that a strong and well observed anti bullying policy will have a positive impact on the lives of children from all equality groups. We have therefore set out the measures that our school will take to address bullying and discriminatory incidents in our Anti-Bullying Policy. We monitor and submit data regarding bullying and discriminatory incidents to the Local Authority as required

The school will not tolerate any incidents of bullying. The school, should however an incident occur, will act immediately to resolve and prevent any repetitions of the incident. All incidents of this kind would be recorded and monitored accordingly.

Employment Practices

In our School we ensure that we observe the principles of equal opportunities in how we employ, develop and treat our staff.

We have written policies and procedures for all areas listed below, within these documents we state how we monitor “fairness”

- Selection and recruitment
- Selection for redundancy, restructuring, redeployment and retirement
- Training and development
- Promotion
- Performance appraisal
- Award for pay, bonus and allowances
- Grievance
- Disciplinary
- Harassment
- Discrimination

Due Regard

Under the legislation we are required to pay *due regard* to equalities when planning and implementing policies, functions or procedures. We need to understand whether our policies and services are meeting everyone’s needs and that anyone who needs to can get access to them.

All Policies are monitored by the Governing Body on an ongoing basis and are updated and amended as needed.

All of our policies are available on request from the school office to anyone wishing to inspect them or can be found on our school website.

Consultation

At Caversham Park Primary School, we have a school council comprising of children from each year group, a Parent Staff Association, Governing Body and we also have a good partnership with local school clusters.

Equality Objectives Summary

We do not discriminate against anyone, be they staff or pupil, on the grounds of their sex, race, colour, religion, nationality, age, sexual orientation, disability, gender realignment, ethnic or national origins. This is in line with National Legislation and covers both direct and indirect discrimination.

We promote the principles of fairness and justice for all through the education that we provide in our school.

We aim to ensure that all pupils have equal access to the full range of educational opportunities provided by the school.

We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.

We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.

We challenge stereotyping and prejudice whenever it occurs.

We celebrate the cultural diversity of our school and wider community and show respect for all minority groups.

We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident. Should anyone at our school be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have.

We endeavour to make our school welcoming to all minority groups and our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups.

We do not tolerate any form of sexism or sexist behaviour, and should incidences occur, we will act immediately to prevent a recurrence of the incident. We will do all we can to provide support to anyone who has been a victim of sexism.

We do not tolerate incidences of religious intolerance. Should an incident occur, the school will act immediately to make sure that the incident is not repeated. The school curriculum reflects the attitudes, values, and respect that we hold for different religious groups. Should anyone at the school be the victim of religious intolerance, we will do all we can to support that person in overcoming any difficulties that they may have.

Roles and Responsibilities

The Governing Body accepts their responsibility to promote equality and eliminate discrimination and harassment, as outlined in the objectives.

The Governing Body approves all policies and procedures by which the school operates, taking into account all statutory requirements and the need to update and review as required.

The Headteacher will ensure that all staff understand the importance of the objectives and their role in delivering them through regular staff training and development.

Contracting and Procurement

In all contracts provided by the school, we use Reading Borough Council's financial regulations on tendering procedures, this includes compliance with EU regulations and the form of contract documentation.

Full details of the Council Financial procedures are available on the RBC website.

All staff members and the Governing Body are required to declare any business interests on an ongoing basis.

Actions

To continue to:

Monitor termly the progress of all pupils in the school, so as to ensure that they are all making good progress, irrespective of race, disability, gender, religion and belief or sexual orientation.

Ensure that all pupils are able to achieve high standards and that there are strategies in place to tackle under-achievement.

Narrow the gap between different groups of pupils so as to ensure that all children are making good progress and that achievement for all groups is equal.

Ensure that every pupil has access to the necessary teaching and support required to enable them to achieve their highest potential.

Ensure that our procedures for disciplining pupils and managing behaviour are fair, effective and equitable.

Ensure that the adults working or volunteering in the school are from diverse groups.

Reporting and reviewing the objectives

In line with the requirements of the Public Sector Equality Duty we will review and revise the Schools Equality Objectives every four years.

The Headteacher and the Governing Body will be responsible for monitoring the schools 'Equality Objectives.

The Headteacher will include objectives within the School Development Plan if applicable.

Publication

The School's Equality Objectives are published and are available to all on our website

Complaints

If a member of the public feels that they have suffered harassment or been treated unfairly by the school because of their sex, colour, race, nationality, ethnic group, regional or national origin, age, marital status, disability, political or religious belief, sexual orientation or class, they should report this without fail through the School's complaints procedure.

Complaints by staff will be dealt with under our *Grievance or Dignity at Work Policies*, as appropriate. We take all external and internal complaints seriously and will not tolerate any form of discriminatory behaviour. Complaints about staff will be investigated using the appropriate Local Authority procedures.

Monitoring complaints is also another way of gathering information to see whether we are meeting our equality duties. We will report on complaints annually and on action taken.