



# Equality Information and Objectives Statement

<b>Adopted On:</b>	October 2013
<b>Review Date:</b>	October 2017
<b>Review Frequency:</b>	Every 4 years
<b>Committee Responsible:</b>	Exec

## Moss Lane School – A Single Equality Scheme

The Single Equality Scheme requires schools to consider the 'General' and 'Specific' duties in promoting equality across the full range of characteristics, namely:

1. Sex
2. Race
3. Disability
4. Sexual Orientation
5. Religion or Belief
6. Gender Reassignment
7. Pregnancy/Maternity
8. Age (in relation to employees, not pupils)

Public bodies have a **general** duty to:

- Eliminate 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 protected characteristics and people who do not share it

Public bodies have a **specific** duty to:

- Publish information to show they have complied with the general duty
- Publish evidence of equality analysis
- Publish details of engagement undertaken with those with an interest in furthering the aims of the General duty and the engagement they undertook in developing their Equality Objectives
- Set and publish Equality objectives

### The General Duties

Duty	Actions Taken
Eliminate conduct that is prohibited by the Equality Act 2010	<ul style="list-style-type: none"><li>• Ensured the policy for Equality is up to date and that all staff have opportunity to review and access the policy</li><li>• Introduced a values system in to the school that is celebrated by all staff and pupils and introduced a staff code of conduct</li><li>• Consulted with parents, staff, children and Governors' on their views regarding the protected characteristics</li></ul>
Advance equality of opportunity between people who share a protected	<ul style="list-style-type: none"><li>• Consulted with parents, staff, children and Governors' on their views regarding the protected characteristics</li></ul>

characteristic and people who do not share it	<ul style="list-style-type: none"> <li>• SENCO attended training on the Single Equality Scheme</li> <li>• Resources Committee have added Single Equality Scheme to their responsibilities and will continue to monitor how the school carries out both the General and Specific Duties</li> </ul>
Foster good relations across all characteristics – between people who share protected characteristics and people who do not share it	<ul style="list-style-type: none"> <li>• Inclusion and Equality are an integral part of both our mission statement and our school values system</li> <li>• Children learn about difference and diversity through a robust PSHCE curriculum which is explored during assemblies, circle times and other lessons</li> <li>• Pupils are encouraged to celebrate difference and diversity within the school community, local community and wider world</li> </ul>

### **The Specific Duties – Publish Evidence of Equality Analysis Undertaken**

<b>Policy/Practise Considered</b>	<b>How was the policy/practise evaluated</b>	<b>Outcome of analysis</b>
Review of all policies involving protected characteristics	<ul style="list-style-type: none"> <li>• Policies reviewed to ensure they met requirements of the Equality Act 2010</li> <li>• Policies shared with all staff</li> </ul>	<ul style="list-style-type: none"> <li>• SENCO to work with HT &amp; Governors' to ensure policies updated</li> </ul>
Review of Inclusion Policy	<ul style="list-style-type: none"> <li>• Discussion and Analysis of policy by SENCO</li> </ul>	<ul style="list-style-type: none"> <li>• Policy to be revised with input from all staff in staff meeting on 8<sup>th</sup> October 2012</li> </ul>
Review of Curriculum to ensure teaching and valuing of diversity	<ul style="list-style-type: none"> <li>• Subject co-ordinator to review R.E policy in accordance with local and national guidance</li> </ul>	<ul style="list-style-type: none"> <li>• R.E. policy updated</li> <li>• Curriculum map updated to ensure diversity and broad range of teaching material used</li> </ul>

### The Specific Duties – Publish Details of Engagement Undertaken

Individual/Group Engaged with	Outline the nature of the Engagement	Summarise outcomes of consultation
Parents	Questionnaire	<ul style="list-style-type: none"> <li>General views were school very inclusive</li> <li>Some questions regarding communication</li> </ul>
Staff	Inset afternoon	<ul style="list-style-type: none"> <li>High level discussion around protected characteristics</li> <li>Staff shared concerns/areas where they feel we can do better</li> </ul>
Governors	Governors meeting discussion	<ul style="list-style-type: none"> <li>Objectives were agreed and Governors contributed to the formation of this scheme</li> </ul>
Children	Questionnaire through school council Whole class circle time	<ul style="list-style-type: none"> <li>Children are consulted regularly through whole class discussions and school council meetings</li> </ul>

### The Specific Duties – Set and Publish Equality Objectives

Characteristic	Objective	Success Criteria	Review Date	Responsibility
Disability	To improve the inclusion of all pupils with SEN	<ul style="list-style-type: none"> <li>Strategies will be in place consistently in all classes</li> <li>Differentiation will take in to account the individual needs of pupils</li> <li>Resources will be used effectively to</li> </ul>	March 2013	SENCO HT All Staff

		allow all pupils maximum opportunity to access learning		
Race	To improve the range of diversity and cultures discussed/utilised when teaching across the curriculum	<ul style="list-style-type: none"> <li>• Ensure other cultures researched/studied through all areas of the curriculum</li> </ul>	March 2013	RE Curriculum Leader All staff
Religion	To improve provision during assembly for children whose families do not wish them to join in assemblies of a religious nature	<ul style="list-style-type: none"> <li>• Provision will be planned</li> <li>• Prior notice given if assemblies to be of religious nature</li> </ul>	March 2013	RE Curriculum Leader All Staff