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## 1. AIMS

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- 1.1 Beis Yaakov Primary 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
  - Promote respect for all people

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## 2. LEGISLATION AND GUIDANCE

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- 2.1 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](#).

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## 3. ROLES AND RESPONSIBILITIES

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- 3.1 The Governing Body 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
- 3.2 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
- 3.3 All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

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## 4. ELIMINATING DISCRIMINATION

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- 4.1 The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.
- 4.2 Where relevant, our policies include reference to the importance of avoiding discrimination.
- 4.3 Staff and Governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings.
- 4.4 Senior Leaders regularly liaise with staff regarding any issues and make Governors aware of these as appropriate.

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## 5. ADVANCING EQUALITY OF OPPORTUNITY

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- 5.1 As set out in the DfE guidance on the Equality Act, Beis Yaakov Primary School aims to advance equality of opportunity by:
- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have

- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities

5.2 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

## 6. FOSTERING GOOD RELATIONS

6.1 The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting respect, friendship and understanding to all
- 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
- Working with our local community.
- We have developed 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

7.1 The school ensures it has due regard to equality considerations whenever significant decisions are made.

7.2 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:

- Is accessible to pupils with disabilities

## 8. MONITORING ARRANGEMENTS

8.1 This document will be reviewed by the Governing Body at least every 2 years.

## 9. LINKS WITH OTHER POLICIES

9.1 This document links to the following policies:

- SEND Policy

Ratified by the Governing Body

Signed: \_\_\_\_\_



Chair of Governors

Date: 7<sup>th</sup> February 2019

This policy will be reviewed on or before the following date: February 2021