

Barcombe HamseyPlumpton
Skylark Federation

Equality Information and Objectives

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Review: Autumn 2023

Signed ..... Chair of Governors Date .....

Signed ..... Executive Headteacher Date .....

EQUALITY OBJECTIVES 2021-2024

Equality Information and Objectives-Information for school website

Public Sector Equality Duty

Public Sector Equality Duty

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimization and any other conduct 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 between people who share a protected characteristic and people who do not share it

Our Skylark Federation vision is based on this premise. We believe that the Equality Act provides a framework to support our commitment to value diversity, tackle race discrimination, promote equality and foster good relationships between people. We are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following key principles:

1. All learners are valued equally
2. We recognize and respect difference
3. We foster positive attitudes and relationships, and a shared sense of cohesion and belonging
4. We observe good equalities practice in staff recruitment, retention and development
5. We aim to reduce and remove inequalities and barriers that already exist
6. We have the highest expectations of all of our children

Objectives Linked to Public Sector Equality Duty	Protected Characteristic	Aim:	Objective:	Target Group(s):	Action:	Who's Responsible?	Dates (from and to):	Milestone/Progress
All aims of duty	All protected characteristics	To increase the participation of all parents, ensuring representation from minority, marginalized or vulnerable backgrounds in school life.	Increase the diversity of parents involved in the decision-making processes of the Skylark Federation schools.	Parents- minority, marginalized and vulnerable parents, including those who are often considered hard to reach.	Identify which groups are under-represented at parent consultations. Increase opportunity for involvement. Keep registers of attendees. Undertake annual parent surveys. Review diversity of Parent Governors within the FGB. Audit members of the PTAs.	SLT Class Teachers Governors	April 2021-July 2024	Increase the diversity of parent governors on the FGB. 100% uptake of parent consultation sessions (whether face to face or virtually). Active PTAs in each school.
All aims of duty	All protected characteristics	To increase pupil, staff and governors' awareness of legal and human rights and the responsibilities that underpin society.	For pupils to understand that they have rights and how they can exercise these; for pupils to understand how rights link to responsibilities. Pupils	All pupils and staff.	To maximize opportunities for debate. Pupils to in School Council elections, for example. Pupil Voice is promoted within each Skylark school.	SLT Year 6 Class Teachers	September 2020-July 2024	Assembly coverage reflects different elements for discussion (whether face to face or virtual). Curriculum coverage promotes awareness of legal and human rights,

			understand that they have a voice and can participate, actively, throughout live in the community.		Leadership positions include Buddies, School Councillors, Team/House Captains, Eco Councillors and Play Leaders. Super Skylark initiative also focusses on community opportunities. SLT			and community opportunities. Agree British Values statement.
Fostering good relations	All	To promote good relations between people from different backgrounds.	Improved understanding of British community and the diversity within it. Increased positive attitude towards disabled people.	All year groups.	New curriculum offers opportunities that provide rich and varied links to other cultures. SMSC during assemblies covers refugees and disability, for example. Reviewed regularly to stay topical.	SLT Year 6 Class Teachers Teaching Assistants	September 2020-July 2024	Assembly coverage reflects different elements. The new curriculum covers a range of diversity issues. Whole school reads have authors and themes from diverse backgrounds.
Advance equality of opportunity	Disability/All	To increase social and emotional skills for pupils with BESD	Improved ability of pupils to handle difficult situations, and positive	Pupils with BESD	Staff trained appropriately to work with children with varying needs.	Nurture groups. Spirals of Enquiry.	September 2020-July 2024 (on-going).	Behaviour Log available (if required). Calm, purposeful and positive

		(behavioural, emotional and social difficulties).	learning behavior at all times, from all children.		Fully embed and implement revised Behaviour Policies. Ensure COVID-related arrangements support positive behavior and are understood by all pupils.	Pastoral support.		environments in each school.
Advance equality of opportunity	Other	To improve the attainment of pupils eligible for free school meals.	Improved attainment. Improved attendance.	Children eligible for free school meals.	Collate and analyse data relating to attainment and attendance by target groups: gender; FSM; EAL. Ensure ICT provision is available for all during Lockdowns. Increase number of I pads for KS2.	SLT Class Teachers	September 2020-July 2024	Pupils identified at Pupil Progress Meetings show improved attainment and, where applicable, improved attendance (97% target).
Advance equality of opportunity	All protected characteristics	To enrich pupils' lives in order that they have the cultural capital necessary to succeed and be aspirational in life.	To provide equal life experiences for all pupils	All pupils	Access the exciting learning opportunities offered-art, sport, outdoor learning, extra-curricular opportunities.	SLT Class Teachers	September 2020-July 2024	Super Skylark initiative

All aims of duty	All protected characteristics	To promote equality of access and opportunity within our Federation, and within our wider communities.	For pupils to understand and respect the diversity within our schools and local communities.	Children from protected groups and all pupils.	Images and resources are consistent throughout each school, and reflect the diversity within each school's population. Pupils see positive role models in the books, images and visitors (pandemic permitting) that are in school.	Class Teachers SLT	September 2020-July 2024	Displays actively challenge stereotypes and raise aspirations. Reading materials provide positive role models for all protected groups; books challenge bias. Learning resources and texts reflect diversity and challenge stereotypes. Resources in each class are easily accessible and labelled pictorially for access in EYFS.
All aims of duty	All protected characteristics	To promote and develop understanding and awareness of unconscious bias.	For staff and, subsequently, pupils to understand unconscious bias-and how to avoid it. Unconscious (sometimes called implicit bias) can apply to race, personality, accent, religion, gender, education, appearance,	Staff to develop their understanding of unconscious bias in order that they can understand the following: confirmation bias; expectation bias; affinity bias; conformity bias; halo/horns effect;	Training for all staff (INSET) on unconscious bias. Agreed actions emanating from the training to be undertaken (reviewing displays, constitution of School Council, seating arrangements in classrooms, and	SLT All staff	Clear timeline to be established following INSET training in 2022.	Each school provides an informed learning and workplace environment wherein preferences are not shown by the actions of staff or pupils.

			and fashion sense.	cognitive dissonance.	organisation of the library, for example).			