



Newton Bluecoat CE Primary School

Equality Objectives 2025-2028

Overview

In compliance with the Equality Act 2010 and informed by the Public Sector Equality Duty, Newton Bluecoat CE Primary School sets the following equality objectives. These objectives are designed to be specific, measurable, achievable, relevant, and time-bound (SMART) to improve the school experience and outcomes for all pupils, staff, and the wider school community.

Single Equalities Policy

Introduction

Newton Bluecoat CE Primary School is committed to ensuring equality of opportunity for all members of our school community. This policy outlines our commitment to eliminating discrimination, advancing equality, and fostering good relations across all protected characteristics as defined by the Equality Act 2010.

Legal Framework

This policy 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 compliance with the public sector equality duty and to publish equality objectives.

Our Commitment

At Newton Bluecoat CE Primary, equality means more than treating everyone the same; it means understanding and tackling barriers that could lead to unequal outcomes while celebrating and valuing the diversity and strengths of all members of our community. This includes:

- Pupils
- Staff
- Parents and carers
- Governors
- Multi-agency staff linked to the school
- Visitors to school
- Students on placement

Every member of our community should feel safe, secure, valued, and of equal worth. We strive to create an inclusive environment where everyone can thrive regardless of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (in respect of eliminating unlawful discrimination)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

School Context

Newton Bluecoat CE Primary has a diverse pupil population with a balance of boys and girls and a small proportion of children from ethnic minority backgrounds. We are committed to an inclusive family atmosphere, supporting pupils with medical conditions and SEND, and ensuring accessibility for all.

Ethos and Values

Our Christian vision, "Shine from the inside out" (Matthew 5:16), and core values of Compassion, Creativity, Courage, Forgiveness, Hope, Peace, Truthfulness, Friendship, Thankfulness, Justice, Humility, and Trust underpin our approach to equality. We encourage pupils to live these values daily, fostering respect for themselves and others.

Advancing Equality

We actively:

- Remove or minimise disadvantages connected to protected characteristics.
- Meet the particular needs of individuals with protected characteristics.
- Encourage full participation in all school activities.

We monitor attainment and progress data to identify and address any inequalities, using this information to inform teaching, learning, and support strategies.

Fostering Good Relations

We promote good relations between people who share a protected characteristic and those who do not through:

- Curriculum content that promotes tolerance, respect, and understanding of different cultures and religions.
- School policies on behaviour and anti-bullying that explicitly address discrimination and harassment.
- Assemblies and activities that encourage social cohesion and community engagement.

Learning and Teaching

We ensure:

- Equality of access for all pupils and preparation for life in a diverse society.
- Use of materials that reflect diverse cultural backgrounds and promote positive images of all groups.
- Teaching strategies that challenge discriminatory behaviour and stereotypes.
- Opportunities for pupils to develop advocacy skills to challenge bias and promote justice.

Learning Environment

- High expectations for all pupils regardless of protected characteristics.
- Positive role models among staff.
- Provision for special educational needs and disabilities.
- Equal access to facilities and resources.
- Active pupil involvement in their learning.

Staffing and Staff Development

- Positive role models and fair distribution of responsibility among staff.
- Career development opportunities for all staff.
- Training to raise awareness of equality issues.
- Recruitment and selection processes free from discrimination.

Partnerships

We work closely with parents, carers, governors, and the wider community to promote equality and celebrate diversity.

Roles and Responsibilities

- The governing body ensures compliance with statutory requirements.
- The headteacher implements the policy and supports staff training.
- Staff promote an inclusive ethos and challenge inappropriate behaviour.
- All members of the school community are expected to treat each other with respect and speak out against discrimination.

Monitoring and Review

We regularly collect and analyse data on pupil progress, bullying incidents, and staff profiles to identify and address inequalities. Progress on equality objectives is reported to the governing body.

Equality Objectives

Our equality objectives are:

- To advance equality of opportunity for all pupils and staff.
- To eliminate discrimination, harassment, and victimisation.
- To foster good relations across all protected characteristics.

These objectives are specific, measurable, achievable, relevant, and time-bound (SMART) and are reviewed annually.

Objectives

Objective 1: Increase Participation and Inclusion

Aim: To increase participation of underrepresented groups in extracurricular activities and school leadership roles.

Actions:

- Identify pupils from minority ethnic backgrounds, disabled pupils, and other underrepresented groups.
- Actively encourage and provide targeted support for these pupils to engage in clubs, sports, and leadership opportunities.
- Monitor participation rates termly and address barriers to involvement.

Success Indicators:

- Increased percentage of underrepresented pupils attending extracurricular activities by 15% by July 2026.
- Positive feedback from pupils and parents via surveys.

Objective 2: Narrow Attainment Gaps

Aim: To reduce the attainment gap between pupils with protected characteristics (e.g., disability, gender, ethnicity) and their peers.

Actions:

- Use data analysis (e.g., RAISE online, internal assessments) to identify attainment gaps.
- Implement targeted interventions, including tailored teaching strategies and additional support.
- Provide staff training on inclusive teaching and differentiation.

Success Indicators:

- Improved attainment outcomes for targeted groups, with at least a 10% reduction in the gap by July 2027.
- Regular progress reports to governors demonstrating narrowing gaps.

Objective 3: Promote Understanding and Respect Between Different Groups

Aim: To increase pupils' understanding and respect for religious, cultural, and social diversity.

Actions:

- Embed themes of tolerance, respect, and inclusion across the curriculum and assemblies.
- Facilitate community engagement, including visits and partnerships with diverse groups.

- Organise events and projects that celebrate cultural diversity.
Success Indicators:
- Pupils demonstrate increased awareness and respect in surveys and behaviour records.
- Reduced incidents of bullying related to religion, race, or sexual orientation by 20% by July 2026.

Objective 4: Reduce Incidents of Discrimination and Bullying

Aim: To reduce the number of homophobic, racist, and other discriminatory incidents.

Actions:

- Review and update behaviour and anti-bullying policies to explicitly address discrimination.
- Provide regular staff and pupil training on equality, diversity, and inclusion.
- Establish clear reporting and support systems for incidents.
Success Indicators:
- Decrease in recorded incidents of discriminatory bullying by 30% by July 2026.
- Positive feedback from pupils and staff on school climate.

Objective 5: Support Pupils with Additional Needs

Aim: To anticipate and meet the needs of incoming pupils from new or vulnerable groups (e.g., Traveller children, EAL learners).

Actions:

- Develop induction and support plans tailored to specific needs.
- Engage with families and external agencies to provide holistic support.
- Train staff to understand and address diverse needs effectively.
Success Indicators:
- Smooth integration of new pupils with additional needs, evidenced by attendance and progress data.
- Positive feedback from families and staff.

Publication and Review

These objectives will be published on the school website and reviewed annually. Progress will be reported to the governing body and included in the school's self-evaluation and improvement planning processes.

Public Sector Equality Duty (PSED) Summary and Engagement Approach

1. Engagement and Consultation

When addressing equality issues, Newton Bluecoat CE Primary will:

- Consult and engage with those affected by decisions, including parents, pupils, staff, and local community members.
- Seek input from groups with specialist knowledge, such as disability equality organisations and other relevant groups.
- Include evidence of this engagement in published equality information to show how the duty has been addressed.

2. Publishing Equality Information

- The school will decide the most accessible format for publishing equality information, typically via an equalities page on the school website.
- This page will include or link to information demonstrating how the school is complying with the Equality Act 2010 and the Public Sector Equality Duty.
- The information will be accessible to members of the school community and the public.

3. Equality Objectives

- Newton Bluecoat CE Primary will set equality objectives that are specific, measurable, achievable, relevant, and time-bound (SMART).
- Objectives will be tailored to the school's individual circumstances and contribute to the welfare of pupils and the school community.
- Objectives will be used as practical tools to improve the school experience for diverse pupil groups.
- The school may set multiple objectives appropriate to its size and needs.
- Progress towards meeting these objectives will be published annually, including evidence of steps taken.

4. Eliminating Discrimination

- The school is aware of and committed to complying with the non-discrimination provisions of the Equality Act 2010.
- This commitment is reflected in policies such as behaviour, anti-bullying, recruitment, and pay policies.
- Staff and governors are regularly reminded of their responsibilities under the Act through meetings and training.
- The school monitors equality issues and provides staff training on the Equality Act.

5. Advancing Equality of Opportunity

- The school aims to:
 - Remove or minimise disadvantages linked to protected characteristics (e.g., supporting disabled pupils or those facing homophobic bullying).
 - Meet the particular needs of individuals (e.g., enabling Muslim pupils to pray during school hours).
 - Encourage full participation in activities for all groups (e.g., ensuring boys and girls from different ethnic backgrounds engage in school societies).
- Attainment data and other information are analysed to identify and address inequalities.
- Actions taken in response to data analysis are reported to governors and included in school improvement plans.
- Evidence of reduced bullying and increased support for vulnerable groups is monitored and reported.

6. Fostering Good Relations

- The school promotes good relations between people sharing protected characteristics and those who do not through:
 - Curriculum content promoting tolerance, friendship, and understanding of diverse religions and cultures.
 - Behaviour and anti-bullying policies addressing discrimination.
 - Assemblies and community involvement fostering social cohesion.
 - School partnerships and twinning arrangements encouraging cultural exchange and understanding.
 - Initiatives to address tensions between different pupil groups.

7. Compliance with Specific Duties

- Newton Bluecoat CE Primary recognises that the specific duties under the Equality Act are designed to be flexible and proportionate.
- The school commits to transparency by making equality information publicly available and setting clear equality objectives.
- Information and objectives are reviewed and updated regularly to reflect progress and changing circumstances.