



Polegate School
EQUALITY OBJECTIVES: 2024- 2028

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, victimisation** 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 whole school vision is based on this premise. We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering 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 of equal value
2. We recognise 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 our children.



Objectives Link 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 ensure representation from minority, marginalised or vulnerable backgrounds in school life	Increase the diversity parents involved in the decision-making processes of the school	Parents Minority, marginalised and vulnerable parents including those parents that are often considered hard to reach.	Identify which groups are under-represented at parent consultation evenings. Increase opportunity for involvement. Keep registers Audit members of PFA Carry out parent survey annually Promote parentview	SLT Teachers The Governing Board	September 2024- July 2028	Increase male representation (maintain 2 parents on Governing Board) SEND parent representation (1 parent on Think Tank). 100% take up of parent consultation Active PFA group
All aims of duty	All protected characteristics	To increase pupil, staff and governors awareness of legal and human rights and	For pupils to understand they have rights, how they can exercise	All pupils and staff	To maximise opportunities for debate Pupils to participate in	Senior Leadership Team and Governors	September 2024- July 2028	British Values statement Referred to in all school assemblies.



		the responsibilities that underpin society	their rights and understand how rights link to responsibilities. Pupils understand they have a voice and will participate actively throughout life in community and politics.		elections within school when national elections take place. Pupil voice within school- Polegate Parliament Lunchtime debates Leadership positions- buddy, prefect, play Leaders, listening mentors Weekly My happy Mind sessions shared		Debate participation across all classes	
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 attitudes towards disabled people	All year groups	Visits to London Curriculum that is rich and varied links to other cultures. SMSC during assemblies- covers refugees, disability. Reviewed regularly to stay topical.	SLT Year 6 teachers	September 2024- July 2028	Assembly timetable coverage shows different elements reflected Curriculum covers Black history



								Whole school reads have authors themes from diverse backgrounds. Curriculum celebrates diversity- all children feel valued and promoted through the Polegate Irresistible curriculum
Advance equality of opportunity	Disability/ All	To increase social and emotional skills for pupils/students with BESD (Behavioural, emotional and social difficulties)	Improved ability by pupils to handle difficult situations and a reduction in classroom disruption	Pupils with BESD	Train staff to deal with challenging behaviour. Fully implement and embed behaviour policy Trained ELSA on site throughout the week	ELSA Ready to Learn Room Sanctuary Lego Therapy Nurture groups Therapeutic thinking	September 2024- July 2028	Behaviour log Arbor- accurate recording Reduction in incidents over time leaders of learning supporting individual children ELSA leads working with identified children

Advance equality of opportunity	Other	To improve the attainment of pupils eligible for free school meals and GRT	Improved attainment Improved attendance	Children eligible for free school meals	Collate and analyse data relating to attainment and attendance by target groups: gender, FSM, GRT, EAL Ensure IT provision	SLT Class teachers	September 2024- July 2028	Pupils identified at progress meetings Pupil Premium Improve attendance to 96% July 2026
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					is available for all			
Advance equality of opportunity	Race	To improve the attainment of GRT pupils	Improved attendance and attainment by this group	Gypsy, Roma Traveller children	Collate and analyse data relating to attainment and attendance by target group	SLT Class teachers	September 2024- July 2028	Pupil progress meetings Improve attendance to 95% July 2026
Advance equality of opportunity	All protected characteristics	To enrich pupils lives in order they have the cultural capital necessary to succeed and be aspirational in life.	To provide equal life experiences for all pupils	All pupils	Careers related learning embedded throughout Polegate Irresistible curriculum Skills builder-8 key skills embedded across the curriculum Wide range of art, music, physical activity, outdoor provision open to all children	SLT Class teachers	September 2024- 2028	Introduce 50 ways to well-being Take part in restoration of Polegate Windmill Regular employee encounter sessions delivered