Equality Information - Academy Specific

Name of academy: Greens Norton CE Primary School

Eliminating Discrimination in Our Academy

We work to eliminate discrimination in the following ways:

- Staff and governors are regularly reminded of their responsibilities under the Equality Act, during meetings and in particular when reviewing academy policies.
- New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September.
- Use is made of the Church of England publication, 'Valuing All God's Children', to assist staff.
- The academy has a designated governor for monitoring equality issues. They regularly liaise with the Headteacher regarding issues pertaining to equality within the academy.
- Aspects of equality are discussed and reflected upon with children and staff during whole school assemblies and as part of the PSHE curriculum.

Advancing Equality of Opportunity

As set out in the DfE guidance on the Equality Act, we aim to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected by a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic [e.g. enabling Muslim pupils to pray at prescribed times]
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of academy clubs).

Fostering Good Relations

We aim to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of the curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English / reading, pupils will be introduced to literature from a range of cultures
- Holding collective worship dealing with relevant issues. Pupils will be encouraged to take a lead in such collective worship and external speakers will also be invited to contribute
- Working with our local community.

Equality Considerations in Decision-Making

We will always consider the impact of significant decisions on particular groups.

For example, when an academy trip or activity is being planned, the academy considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for all pupils regardless of gender

We keep a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning academy trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

Reviewed by the Headteacher: Barbara O'Brien
7.3.2025