



Kingsway Junior School

'Developing Confident, Enthusiastic and Happy Learners!'

Kingsway Junior School

Equality information and objectives

Responsible committee	Full Governing Body
Date Reviewed	Summer 2025
Next Review	Summer 2026
Signed on behalf of the Governing Body	<i>Caroline Loison</i>
Print Name	Caroline Loison

Dignity Statement

Kingsway Junior School is committed to providing a learning environment where all children are treated with dignity and respect. As stated in the UN Convention on the Rights of the Child, all children are born with dignity, which cannot be taken away, regardless of behaviour, ability, disability, race, economic background, gender, sexuality or beliefs. Duty Bearers' protection of children's rights affords them this dignity and enables them to access education free from barriers.

Introduction

At Kingsway Juniors, we strongly believe that every member of our school community should be part of a happy and caring environment in which we can learn, achieve and work together regardless of race, religion, gender or ability. We aim to equip pupils with an awareness of our increasingly diverse society, an ability to celebrate difference and a desire to be part of it.

We actively promote Equality in everything we do including the school curriculum. Kingsway Junior School is an inclusive school where we focus on the wellbeing and progress of every child and where all members of the school community are of equal worth.

Under the Equality Act, we are required to publish Equality information and objectives. The Equality Act (2010) replaced all existing equality legislation and carries the message that "schools cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation". This document is listed as a statutory document which will be discussed at Governors and will be monitored by the INCO.

Aims

At Kingsway Junior School we aim to meet the obligations under the public sector equality duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is 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 across all characteristics – between people who share a protected characteristic and people who do not share it.

The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Our school aims to promote respect for difference and diversity in accordance with our values, such as:

We believe in developing our children to become confident in themselves and confident as learners.

We want our children to love learning and we work hard to create a curriculum that is inspiring, exciting and inclusive.

We make sure that we consider the health, happiness and dignity of each child in everything we do.

We are committed to children's rights, global citizenship and sustainable development.

We foster healthy relationships and ensure that children feel safe.

At Kingsway, children are active and involved in school life and the wider world

Legislation and guidance

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 the technical guidance for schools from the Equality and Human Rights Commission and guidance from the Government Equalities Office on meeting the specific duties that support the Public Sector Equality Duty.

Roles and responsibilities

The governing board 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/carers
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governor is *Caroline Loison*. She will:

- Meet with the designated member of staff for equality every term and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

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
- Have "due regard" when making a decision or taking an action to whether it may have particular implications for people with particular protected characteristics

The designated member of staff for equality (*Mandy Akers*) will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with the equality link governor every term to raise and discuss any issues.
- Support the headteacher in identifying any staff training needs, and deliver training as necessary.

All school staff are expected to have regard to this document and to work to achieve the objectives as set out below.

Eliminating discrimination

Kingsway School is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

We eliminate discrimination by

- Our positive relationships policy ensures that all children feel safe at school and addresses prejudicial bullying
- Reporting, responding to and monitoring all racist incidents
- Monitoring and tracking the curriculum carefully to ensure that it promotes diversity and challenges stereotypes
- Providing quality teaching so that all pupils reach their full potential
- Tracking pupil progress and setting interventions as necessary
- Gathering pupil voice

Advancing equality of opportunity

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

- Removing or minimising disadvantages suffered by people that are connected to 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
- 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 school societies)

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
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

Fostering good relations

At Kingsway Junior School we 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 our curriculum. This includes teaching in RE, 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
- Making pupils aware of our behaviour and anti-bullying policies
- 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. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

Equality considerations in decision-making

Cuts across any religious holidays

Is accessible to pupils with disabilities

Has equivalent facilities for boys and girls

The school keeps 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 school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

At Kingsway Juniors we ensure we have due regard to equality considerations whenever significant decisions are made.

We consider equality implications before and at the time that we develop policy and make decisions and continue to review these on a continuing basis.

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:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities

- Has equivalent facilities for boys and girls

Equality objectives

As a school, we are required to publish equality information every year:

- We must report on at least 1 equality objective once every 4 years – we've chosen July 2026 to be our deadline for this
- This year we can report that we met our objective to gain Gold Rights Respecting Award and now have the Gold Rights Respecting Award.

At Kingsway Junior School we are committed to working on these current objectives to ensure equality and opportunity for all our school community regardless of race, gender, disability, belief, religion or background.

Objective 1

To narrow gaps in attainment in core subjects (Reading, Writing and Maths) between disadvantaged and non-disadvantaged pupils. This objective has been chosen to due to a high proportion of disadvantaged pupils in our school and is to be a focus alongside our Pupil Premium strategy.

Objective 2

To raise disadvantaged attendance of pupils from Year 3- 6 through promoting whole school community links and involvement. Attendance to be more in line with non-disadvantaged pupils. By closely monitoring and tracking attendance as well as working closely with the local attendance officer to target and support families, the gap will continue to close.

Objective 3

To raise attainment of boys writing. The percentage of boys achieving expected standard in writing will improve relating to their starting point. By using summative assessments, we have identified that boys achieving the expected standard in writing is lower than that of girls.

Objective 4

To maintain the Gold Rights Respecting School award. This has been chosen to celebrate all we are already doing as a school as well as challenging and striving to be better. This will also support in gaining a greater understanding by the whole school community.

Objective 5

To achieve the British Dyslexia Association Dyslexia Friendly Schools Award.

Objective 5

All pupils to have access to the school's curriculum. The curriculum must be balanced, objective and sensitive to all pupils.

Monitoring arrangements

The Governing Body will update the equality information we publish, described above, at least every year.

School-specific equality objectives will be reviewed by the headteacher at least every 4 years.

This document will be reviewed by the headteacher annually, to ensure continued compliance with the PSED.

This document will be approved by the governing body

Links with other policies

This document links to the following policies:

- Accessibility plan
- School Improvement Plan
- SEN information report
- SEND policy