

Templefield Lower School

Equality Information Statement and Objectives



Templefield Lower School

Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination, harassment, victimisation 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 a relevant protected characteristic.
- 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/civil partnership, pregnancy/maternity, race, religion/belief, sex, and sexual orientation.

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

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 the following guidance:

- [Equality Act 2010: advice for schools](#) (Department for Education)
- [Technical guidance for schools in England](#) (Equality and Human Rights Commission)
- [Public sector: quick start guide to the specific duties](#) (Government Equalities Office)

Roles and responsibilities

The governing body 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 Sue Simmons. They will:

- Meet with the designated member of staff for equality regularly, 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 body 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 will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils.
- Meet with the equality link governor regularly 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 in this policy.

Eliminating discrimination

The 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.

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.

New staff receive training on the Equality Act as part of their induction and all staff receive refresher training at relevant points.

Advancing equality of opportunity

As set out in the Department for Education (DfE) guidance on the Equality Act, the school aims 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 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 clubs).

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 data referenced above 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 bullying).
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils.

Fostering good relations

The school aims 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 our curriculum. This includes teaching in Religious Education (RE) 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.
- 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 in assemblies, and organising school trips and activities based around the local community.
- Encouraging and implementing initiatives to deal with any potential 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/carers 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

The school ensures it has due regard to equality considerations whenever significant decisions are made.

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 2024-2028

Objective 1: To monitor and analyse pupil achievement by groups (including gender, PP and SEND), and act on any trends or patterns in the data that require additional support/challenge for pupils.

Why we have chosen this objective: We have high aspirations for our pupils and want to ensure that everyone is making good progress. If there are specific trends that highlight gaps in our provision, we want them to be identified quickly and appropriate action taken to narrow the gap.

To achieve this objective, we plan to:

- Regularly monitor the progress and attainment of girls and boys, PP and SEND pupils.
- Ensure the curriculum appeals to boys as well as girls to raise interest and aspiration in learning.
- Ensure that additional funding is used effectively for PP and SEND pupils.
- Provide support and professional development for staff in identifying provision for particular groups.

Objective 2: To improve the attendance of PP and SEND pupils.

Why we have chosen this objective: Our attendance data shows that PP and SEND pupils have higher rates of absence than their peers. We want every pupil to reach their potential and being at school every day gives all pupils an equal chance of achieving in their learning and keeping up with their peers.

To achieve this objective, we plan to:

- Ensure parents and pupils understand the importance of good attendance and punctuality.
- Regularly monitor attendance and take swift action to address poor attendance and punctuality.
- Support families to improve their child's attendance, addressing any issues that may prevent them from coming to school regularly.
- Celebrate good attendance and improved attendance.

Objective 3: To continue to promote equality of opportunity in enrichment.

Why we have chosen this objective: Our data shows that PP pupils are less likely to attend extra-curricular activities than their peers. There are a range of benefits associated with participation in these activities so we want to increase access to sports clubs and clubs for hobbies, arts and music.

To achieve this objective, we plan to:

- Ensure there are a wide variety of activities available to our pupils.
- Regularly monitor the uptake of activities.
- Identify and target particular groups to ensure they have equal access and increase their engagement.

Objective 4: To increase pupils' awareness and understanding of different communities and faiths.

Why we have chosen this objective: There is very little diversity within our school community so it is important that our pupils gain a broader cultural perspective

To achieve this objective, we plan to:

- Identify opportunities in the curriculum to develop pupils' understanding and respect for different cultures.
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- Recognise and teach about a wide range of religious and cultural festivals through assemblies and our RE curriculum.
- Use events such as Black History month and the Olympics, to explore different people and cultures.

Monitoring arrangements

The headteacher will update the equality information we publish at least every year and the school-specific equality objectives will be reviewed at least every four years.

This document will be reviewed annually by the headteacher to ensure continued compliance with the Public Sector Equality Duty. At every review, the document will be approved by the governing body.

Links with other policies

This document links to the following school policies:

- Accessibility Plan
- SEN Information Report
- SEND Policy

Approved by governors: March 2026

Last reviewed: February 2026

Next review: February 2027