Equality Information and Objectives

Monitor and Review

Every three years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school development plan and therefore will be reviewed as part of this process.

Date to be reviewed: **Autumn 2025**

Equality Statement

At Devonshire Infant and Junior Academies, we are committed to ensuring quality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, faith/religion, sexual identity, gender identity or socio-economic background. We aim to develop and nurture a culture and community of inclusion and diversity, which allows all stakeholders to participate fully in school life, that our wider school community are proud to be a part of.

Legal Duties

Our school aims to meet its obligations and duties under under the Equality Act 2010, and the public sector equality duty:

- eliminate discrimination that is prohibited
- advance equality of opportunity
- foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees only),
- disability
- race (includes ethnic or national origins, colour or nationality)
- gender (including issues of transgender)
- gender reassignment

- maternity and pregnancy
- religion and belief (includes lack of belief)
- sexual identity
- Marriage and Civil Partnership (for employees)

We recognise our duty under the Education and Inspections Act 2006 to promote community cohesion.

We understand that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

Objectives

In fulfilling our legal obligations, our school equality objectives are to:

- Increase opportunities to teach diversity within our curriculum to allow discussion of barriers and inequalities within society;
- observe good equalities practice, including staff recruitment, retention and development;
- consult and involve our community widely, to increase understanding of equality, diversity and inclusion and promote positive attitudes.

Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the local authority using their guidance material. The local authority may provide some support.

Responsibility

We believe that promoting Equality is the whole schools responsibility:

School Community	Responsibility
Governing body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these.
Head teacher	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensure that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Senior Management Team	To support the Head as above Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Teaching staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum Ensure that you are aware of your responsibility to record and report prejudice related incidents.
Non Teaching Staff	Support the school and the governing body in delivering a fair and equitable service to all stakeholders Uphold the commitment made by the head teacher on how pupils and parents/carers can be expected to be treated Support colleagues within the school community

School Community	Responsibility
	Ensure that you are aware of your responsibility to record and report prejudice related incidents
Parents	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.
Pupils	Supporting the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.
Local community members	Take an active part in identifying barriers for the school community and then informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.

Complaints

Complaints with regard to this policy will be dealt with via the school's complaints procedure, a copy of which is available from the school office.