



Repton Manor Primary School

Equality Plan

February 2023

Policy leads	M Rawling & L Summers
Date approved by Governing Body	February 2023
Governor signature	W. Wills
Review date	June 24 (Updated January 2023)

Equality Duty Statement

Under specific duties (Equality Act 2010), governing bodies and local authorities are required to draw up equality, diversity and accessibility objectives every four years and annually publish information demonstrating how they are meeting the aims of the general public sector equality duty.

The Equality Act 2010 replaced all existing equality legislation, including the disability discrimination act. The effect of the law is the same as in the past, meaning that “schools cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation”.

This Public Sector Equality Duty (PSED) requires public bodies to have due regard for the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people when carrying out their activities.

The Equality Duty supports good decision making. It encourages public bodies to understand how different people will be affected by their activities, so policies and services are appropriate and accessible to all and meet different people’s needs. By understanding the effect of our activities on different groups of people, and how inclusive services can open up people’s opportunities, we can be more efficient and effective.

This plan will help us to deliver our overall strategic objectives and be integrated into our whole school plan.

Equality Duty

The Equality Duty has two parts – the general duty of care and the specific duty of care.

General

The general duty requires us to consider how our policies, practices and day-to-day activities impact and/or affect our students and staff. Therefore we must have due regard to:

- Eliminating unlawful discrimination, harassment and victimisation and/or any other prohibited conduct set down by the Equality Act.
- To advance equality of opportunity between people who share a protected characteristic, and for those people who do not share it.
- To foster good productive relations between people who share a protected characteristic, and for those people who do not share it.

Specific

The specific duties require public bodies to be transparent about how they are responding to the Equality Duty. This requires Repton Manor Primary School to publish relevant and proportionate information showing compliance with the Equality Duty, and to set equality, diversity and accessibility objectives.

At Repton Manor Primary School, we recognise the importance of monitoring and challenging our school performance and culture in this area. For this reason, we have a named Governor (Tamsin Crook) who leads in the oversight of Equality, Diversity and Special Educational Needs and/or Disability (SEND).

Equality, Diversity and Accessibility Aims

In Repton Manor Primary School's General Equality, Diversity and Accessibility obligations, we have set out four key aims, and state what we will do over the next 3 years to help us achieve them.

These General aims are:

- To ensure that best practice in equality, diversity and accessibility is rooted in all aspects of Repton Manor Primary School's functions and is based on and supported by a strong evidence base.
- To ensure that Repton Manor Primary School's work is informed by effective and inclusive consultation, engagement, challenge and communication with users.
- To ensure that the promotion of equality, diversity and accessibility (including the proactive elimination of discrimination and harassment) is embedded in all of Repton Manor Primary School's practices through education, leadership and constructive challenge.
- To ensure the development of Repton Manor Primary School's beliefs, successes and priorities are communicated and supported by our community.

In particular, to address our general aims, we will:

- Regularly review data trends and the impact of Repton Manor Primary School's approach to equality diversity and accessibility.
- Identify and disseminate good practice in promoting equality, diversity and accessibility across all our work.
- Consult and involve diverse networks of users to help inform our future work and activities.
- Commit to meaningfully embed equality, diversity and accessibility in the delivery of our curriculum.
- Provide Repton Manor Primary School's staff with support and training to enable them to lead the promotion of equality, equality and diversity.

A reflection of our diverse school population is attached (see below) and will be considered and shared with our school family. The data below exemplifies our need and duty to ensure our diverse school

family are engaged and championed equally and we seek out an inclusive approach to all areas of school life.

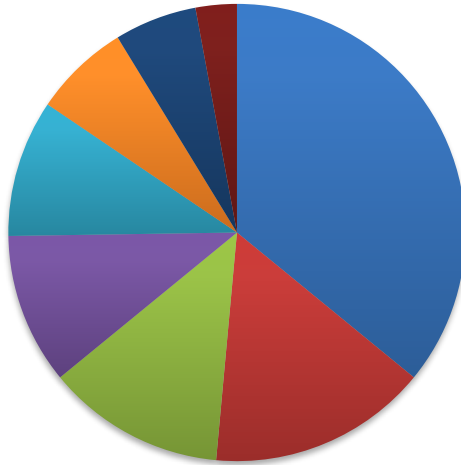
Specific, Equality, Diversity and Accessibility Objectives

The specific objectives are embedded into our school plan and can be identified by the font in italics.

Our school plan is reviewed termly by school leaders (including the school governors) and in consultation with children, parents and staff.

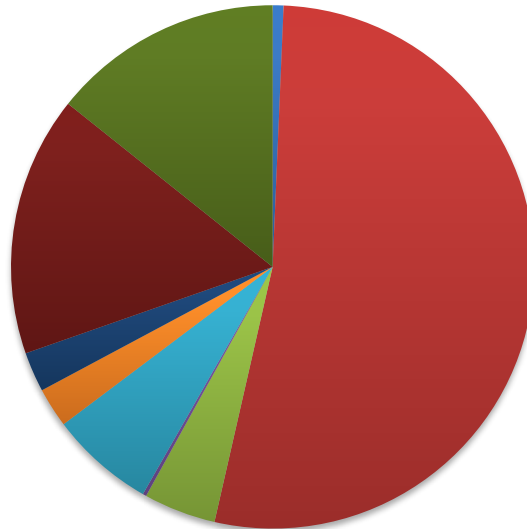
Our Diverse Repton Manor Family – January 2023

Special Educational Needs and Disability



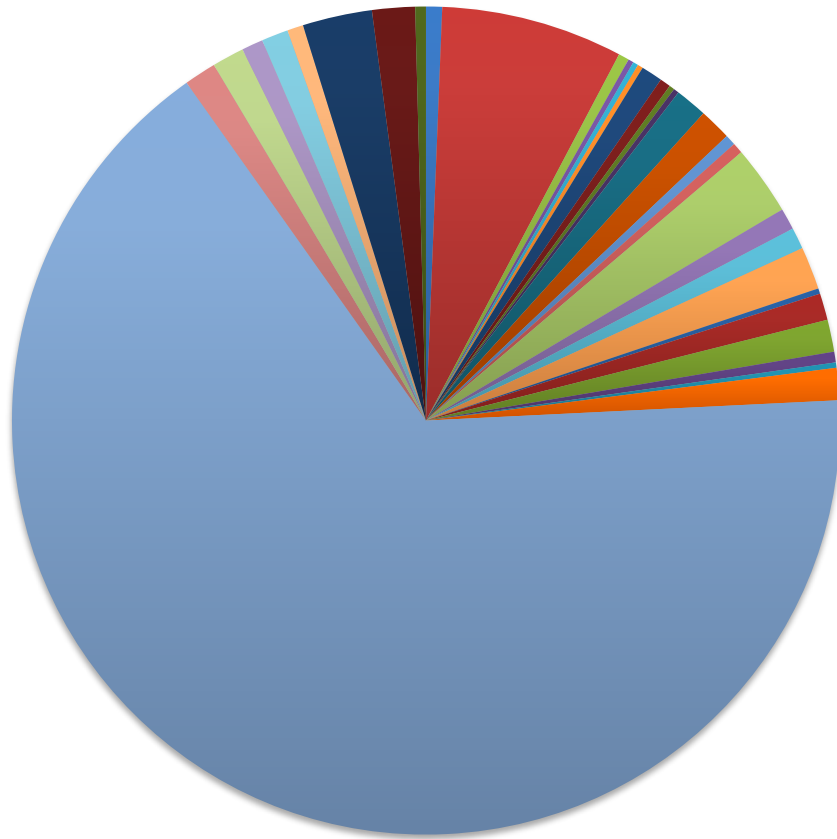
- Speech, Language and Communication Needs
- Autistic Spectrum Disorder
- Social, Emotional & Mental Health
- Moderate Learning Difficulty
- Specific Learning Difficulty
- Physical
- Other Difficulty/Disability
- Visual Impairment
- No SEND

Religion



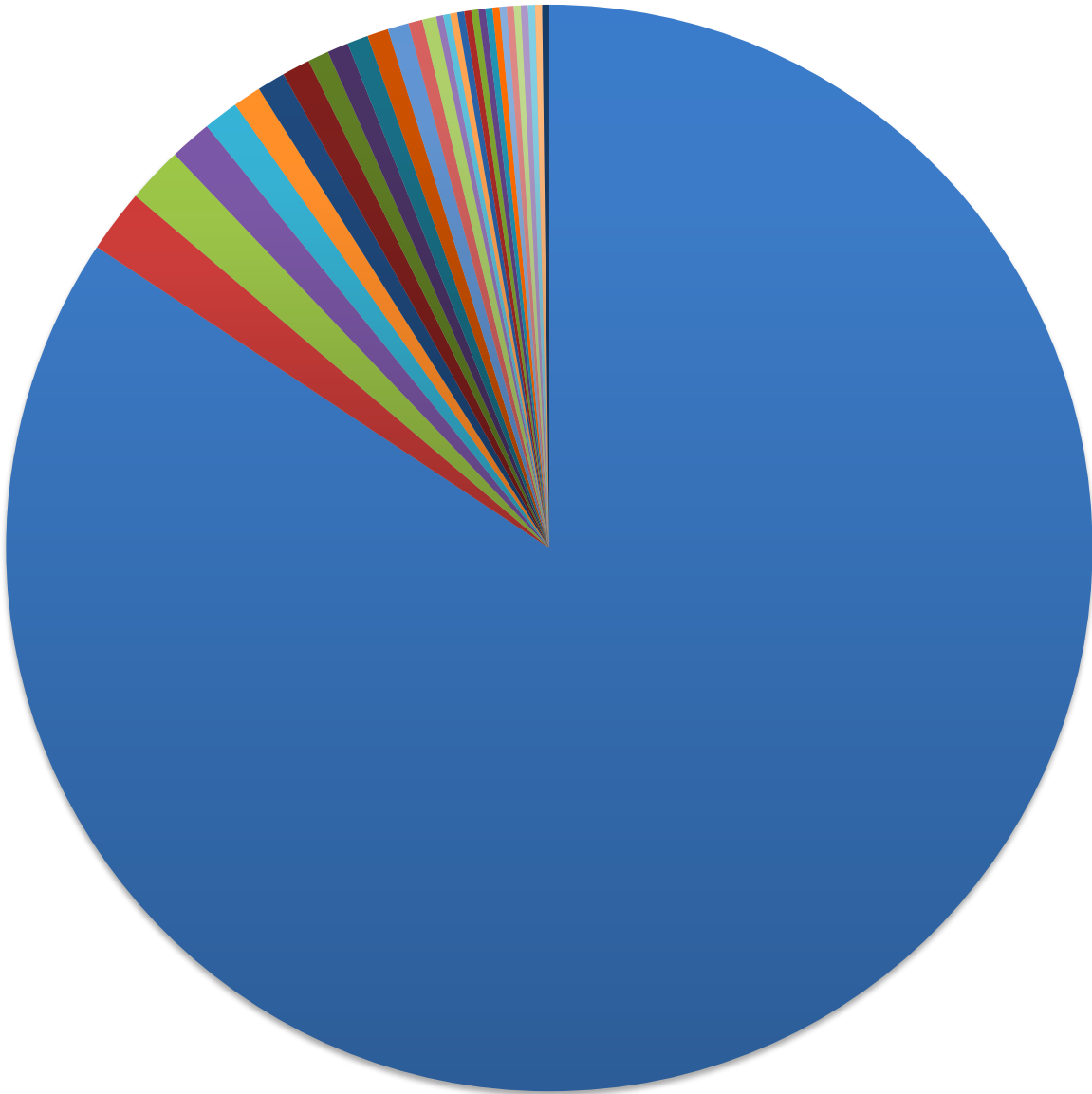
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Roman Catholic
- Other Religion/Faith
- No Religion
- Not Identified

Ethnicity



- Bangladeshi
- Black - African
- Black - Ghanaian
- Black - Nigerian
- Black and Any Other Ethnic Group
- Black Caribbean
- Chinese
- Chinese and Any Other Ethnic Group
- Croatian
- Gypsy / Roma
- Indian
- Not Identified
- Kosovan
- Kurdish
- Nepali
- Other Mixed Background
- Other White British
- Pakistani
- Portuguese
- Refused
- Sri Lankan Tamil
- Turkish
- Vietnamese
- White - British
- White - English
- White and Any Other Asian Background
- White and Any Other Ethnic Group
- White and Black African
- White and Black Caribbean
- White and Indian
- White Eastern European
- White Other
- White Western European

Home Language



- | | | |
|----------------------|--------------------------------|----------------------|
| ■ English | ■ Polish | ■ Nepali |
| ■ Tamil | ■ Chinese (Mandarin/Putonghua) | ■ Bulgarian |
| ■ Yoruba | ■ Urdu | ■ Arabic |
| ■ Albanian/Shqip | ■ Bengali | ■ Spanish; Castilian |
| ■ Panjabi; Punjabi | ■ French | ■ Italian |
| ■ Kurdish | ■ Hungarian | ■ Hindi |
| ■ Igbo | ■ Abkhazian | ■ Vietnamese |
| ■ Croatian | ■ Hausa | ■ Portuguese |
| ■ Hebrew | ■ Telugu | ■ Chinese |
| ■ Arabic (Any Other) | ■ Luganda | ■ Thai |
| ■ Kurdish (Sorani) | | |