

## Equality Information - Academy Specific

**Name of academy:** Loddington 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, for example during meetings. Where this has been discussed during a meeting or whether it has been challenged, it will be recorded in the governance meeting minutes.
- New staff receive training on the Equality Act as part of their induction. Existing staff will be signposted for discussion on Inset yearly.
- The Headteacher at Loddington C of E is the designated member of staff responsible for monitoring equality issues. Where necessary, they liaise with the Academy Governance Committee (AGC) regarding any issues and make them and senior leaders aware of these as appropriate. Equality is always a consideration when learning walks are conducted and when observations are undertaken.
- Aspects of equality are discussed and reflected upon with children and staff during whole school worship 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. As a small, rural, village school we are proud of our relationship with the whole Loddington community. Our mission of building strong and healthy relationships and caring for ourselves, each other and the environment underpins our vision of serving our local community, which seeks to reflect in our life and work the example and teaching of Jesus Christ.
- Our local community is involved in the school through various channels including invitation to lead worship, attend services in church and to lead curricular events – a talk on littering from a councillor, a talk on raising funds for a local charity. Supporting the travelling crib during Advent.
- We always welcome approaches from local residents, business etc. who would like to be involved with our school. We also welcome in visitors to talk about different religions.
- At Loddington C of E we also extend our community further afield. This includes supporting a number of good causes. As a result, we have supported a number of local and national/worldwide charities in supporting others less fortunate than ourselves.
- We encourage and implement initiatives to deal with tensions between different groups of pupils within the academy. For example, our Ethos Committee and 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 have plans to work with parents/carers to promote knowledge and understanding of different cultures. (Celebrating different Cultures Week 13-17<sup>th</sup> March 2023.)
- As a school within an ever-expanding multi academy trust, our children, staff and parents have a number of opportunities to meet and work alongside counterparts from within the Diocese of Peterborough. We continue to enjoy strong links with schools within our local cluster.

### **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.

**Reviewed by the Headteacher: October 2023**