



# Coleridge Primary School

## Equality Information and Objectives Statement

January 2024

Review date: January 2026

### Opening statement

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school community because of their:

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

We are continually working to ensure that all our policies and practices reflect and incorporate equalities objectives in creating a positive working ethos/environment for our staff and children. We are committed to challenging all types of discrimination and responding to any member of the school community who may become a victim of such action.

At Coleridge, we are committed to ensuring that every child and staff member, irrespective of race, disability, gender, gender reassignment, religion, or sexual orientation, is able to achieve to the highest level and that strategies are in place to raise awareness and to tackle

discrimination and under achievement. The school aims to make sure that every child has access to the necessary support required to enable them to achieve the highest standards possible.

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school.

### **School Core values.**

Promoting equality is at the heart of our work. The school has five core values, two of which (Caring and Inclusive), are focussed on creating a more equal and mutually respectful school community where diversity and individuality are celebrated.

As a school we:

1. Teach children to appreciate, respect and understand diversity
2. Ensure that systems and policies treat everyone fairly
3. Embed opportunities into the school curriculum for children to learn about the diverse world in which we live
4. Help children speak out against bullying, prejudice and discrimination
5. Commit to being actively anti-racist.

Coleridge Primary School is committed to having a balanced, diverse and inclusive curriculum. We believe that our children should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes. We ensure that within the school budget, adequate funding is provided to underpin this work and that intervention, positive action and preventative action are funded where needed.

### **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
- 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 will:

- Meet with designated members of staff for equality, 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 among staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Promote knowledge and understanding of the equality objectives among staff and pupils
- Meet with the equality link governor to raise and discuss any issues
- Identify any staff training needs, and deliver training as necessary

### **Dealing with prejudice and celebrating diversity**

We do not tolerate any form of prejudice-related behaviour. Whether direct or indirect, we treat discrimination against all members of our school seriously. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our children are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Offered training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum. This includes planning specific time in the school curriculum such as Black History Month, Cultures of Coleridge Week and Pride Week.
- Planning activities for parents to celebrate and talk about diversity with their children

## **Equality and dignity in the workplace**

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Staff are fully aware of their duties, values and aims.

We maintain up-to-date policies covering every aspect of how the school is run, including such issues as Child Protection and Safeguarding, behaviour and anti-bullying. Each year we agree a comprehensive school development plan and assess our own performance against it.

## **Diversity and Representation**

We reach out to all our families and welcome and encourage them to become part of the school community. We work hard to build a caring, stimulating and enabling environment for our children, constantly monitoring their individual performance, their achievements and their progress, giving praise and support, ensuring access through pupil voice and other means.

When recruiting new staff members, and when promoting existing staff, we advertise posts appropriately and do everything practicable to ensure that all candidates are selected on merit and are given equal opportunities to represent themselves. In cases where two or more candidates appear to offer comparable qualities, appointment will be made with a view to achieving a truly representative staff complement. All staff receive extensive training to ensure they provide the best possible service to the Coleridge School Community to make the most of their own potential.

## **Inclusion**

**At Coleridge we work to foster an inclusive environment by:**

- Ensuring our behaviour policy enables all children to feel safe at school and addresses bullying
- Reporting, responding to and monitoring all incidents where discrimination has occurred.
- Regularly monitoring the curriculum to ensure that it meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Ensuring teaching is of the highest quality so children reach their potential and all pupils are given equal entitlement to success

- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all children have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.

## Coleridge Primary School Equality objectives 2023.24

<b>Objective 1.</b> <b>Continue working towards being an actively anti-racist school</b>				
<b>Equality Area Duty</b>	<b>Action</b>	<b>Resources Needed</b>	<b>Time frame</b>	<b>Success Criteria</b>
Eliminating discrimination	<p>Implement Racist Incident Policy establishing a reporting system and follow up for racist incidents</p> <p>Implement regular anti-racism training for staff, including strategies for addressing racist incidents and promoting inclusive practices</p> <p>Continue partnership work with parents, governors and Haringey through the Racial Equity Board, gathering feedback and suggestions for improvement</p>	<p>Time for policy review and updates</p> <p>Training materials and resources</p> <p>Reporting system and documentation tools</p> <p>Regular time set aside for the Development Board to meet.</p>	Ongoing	<p>All staff trained in anti-racism strategies</p> <p>Effective reporting system in place and incidents addressed promptly</p> <p>Positive feedback and suggestions received from Development Board</p>
Advancing Equality of Opportunity	<p>Review curriculum content to ensure diverse perspectives and anti-racist education are integrated across all subjects</p> <p>Promote inclusive and diverse literature, resources, and materials in classrooms</p> <p>Provide additional support and resources for students from marginalized backgrounds to ensure equal access to educational opportunities</p> <p>Offer workshops or assemblies on cultural awareness and understanding</p>	<p>Curriculum review and updates</p> <p>Access to inclusive and diverse resources</p> <p>Additional support staff or programs</p> <p>Workshop materials and guest speakers</p>	Ongoing	<p>Curriculum reflects diverse perspectives and anti-racist education</p> <p>Inclusive and diverse resources visible in classrooms</p> <p>Equal access to educational opportunities for all children</p> <p>Positive feedback from students and increased cultural understanding</p>
Fostering good relations	<p>Organise cultural events and celebrations to promote understanding and appreciation of different cultures</p>	<p>Event planning and coordination</p> <p>Support for student-led initiatives</p>	Ongoing	<p>Successful cultural events and increased cross-cultural understanding</p>

	<p>Encourage student-led initiatives, clubs, or projects that promote inclusivity and celebrate diversity</p> <p>Establish partnerships with local community organizations that promote equality and diversity</p> <p>Regularly communicate with parents and guardians about the school's commitment to being actively anti-racist</p>	<p>Collaboration with community organizations</p> <p>Communication channels with parents and guardians</p>		<p>Active student participation in promoting inclusivity</p> <p>Established partnerships with community organizations</p> <p>Positive feedback and support from parents and guardians</p>
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**Impact Statement: Achieving an Actively Anti-Racist School at Coleridge Primary School**

Successful completion of this objective will have a significant impact on Coleridge Primary School. It will create an environment where children, parents and careers feel safe, valued, and respected, regardless of their background. Children will have equal opportunities to succeed academically, participate in extracurricular activities, and develop positive relationships with their peers. The school community will foster good relations among students of different backgrounds, promoting understanding, empathy, and appreciation for diversity. By actively addressing systemic racism and promoting anti-racist practices, Coleridge Primary School will become a model for other schools in the community, inspiring positive change and contributing to a more inclusive and equal society.

**Objective 2.**

**Consider diversity when recruiting new staff and governors so that the school is representative of the community it serves.**

Equality Duty Area	Action	Resources Needed	Timeframe	Success Criteria
Eliminating discrimination and other conduct prohibited by the Equality Act 2010	<p>Review recruitment policies and procedures to ensure they promote diversity and inclusion.</p> <p>Provide unconscious bias training for staff involved in the recruitment process.</p> <p>Establish a diverse recruitment panel for staff and governor appointments.</p>	<p>Training materials for unconscious bias training.</p> <p>Effort and commitment from staff to participate in training and review policies.</p>	Ongoing	<p>Updated recruitment policies and procedures that promote diversity.</p> <p>Evidence of unconscious bias training for staff involved in recruitment.</p> <p>Diverse recruitment panel established for staff and governor appointments</p>
Advancing equality of opportunity between people who share a protected characteristic and people who do not share it	<p>Actively advertise staff and governor vacancies in diverse communities.</p> <p>Provide information and support to potential candidates from underrepresented groups.</p> <p>Consider flexible working arrangements</p>	<p>Budget for advertising in diverse communities.</p> <p>Support from HR or recruitment agencies to provide information and support.</p> <p>Review of existing working arrangements and policies</p>	Ongoing	<p>Evidence of advertising in diverse communities.</p> <p>Records of support provided to potential candidates from underrepresented groups.</p> <p>Flexible working arrangements implemented where appropriate</p>

	to attract a wider pool of candidates.			
Fostering good relations across all characteristics – between people who do share a protected characteristic and people who do not	<p>Organise diversity and inclusion training for staff and governors.</p> <p>Encourage staff and governors to participate in school community events and initiatives.</p>	<p>Training materials and facilitators for diversity and inclusion training.</p> <p>Time and resources for staff and governors to participate in community events.</p> <p>Clear communication channels and platforms.</p>	Ongoing	<p>Evidence of diversity and inclusion training for staff and governors.</p> <p>Records of staff and governors' participation in community events.</p> <p>Positive feedback and improved relationships within the school community.</p>

**Impact Statement:**

Upon successful completion of this objective, Coleridge Primary School will experience the following impacts: A more diverse and inclusive staff and governor team that reflects the community it serves. Increased trust and confidence from parents and carers, knowing that their voices are represented in the school's leadership. A school culture which openly values diversity and promotes equal opportunities for all. Improved relationships and understanding between different groups within the school community.

**Objective 3.**

**Improve staff and childrens' understanding of LGBTQ+ young people and adults and to challenge stereotyping**

Equalities Duty Area	Action	Resources Needed	Timeframe	Success Criteria
Advancing equality of opportunity	<p>Provide staff training on LGBTQ+ issues and inclusivity</p> <p>Ensure opportunities within the Coleridge curriculum that includes LGBTQ+ history, contributions, and experiences</p> <p>Invite guest speakers from LGBTQ+ organizations to share their experiences and educate students</p>	<p>Funding for training materials and external speakers</p> <p>Access to LGBTQ+ educational resources</p> <p>Designated space for support group meetings</p>	Ongoing	<p>Completion of staff training on LGBTQ+ issues</p> <p>Inclusion of LGBTQ+ content in the curriculum</p> <p>Positive feedback from guest speakers and students</p>
Fostering good relations	<p>Organise school-wide events and campaigns promoting LGBTQ+ acceptance and equality</p> <p>Engage parents and the wider community through workshops and information sessions on LGBTQ+ issues</p>	<p>Funding for events and campaigns</p> <p>Collaboration with community organizations</p> <p>Support from parents and guardians</p>	Ongoing throughout the academic year	<p>Active participation and positive feedback from students, parents, and community members</p> <p>Increased awareness and understanding of LGBTQ+ issues within the school community</p> <p>Successful partnerships with local LGBTQ+ organizations</p> <p>Recognition of student-led initiatives promoting</p>



	Establish partnerships with local LGBTQ+ organizations Encourage student-led initiatives that promote inclusivity and challenge stereotypes			
<b>Impact Statement: Improved understanding of LGBTQ+ young people and adults and reduced stereotyping at Coleridge Primary School</b> Successful completion of this objective will result in a more inclusive and accepting school environment at Coleridge Primary School. Staff members will have a deeper understanding of LGBTQ+ issues. The curriculum will reflect the diversity of LGBTQ+ history, contributions, and experiences, promoting empathy and understanding among all children. Through school-wide events, and partnerships with local LGBTQ+ organizations, the wider school community will also be engaged and educated on LGBTQ+ issues. Stereotyping and discrimination will be actively challenged, fostering good relations between children and families of all backgrounds. Ultimately, this objective will contribute to a more inclusive and respectful school community where all individuals feel valued and supported.				

<b>Objective 4.</b> <b>Ensure that children who are in receipt of the pupil premium attendance data is above the national average</b>				
Equality Duty Area	Action	Resources Needed	Timeframe	Success Criteria
Advancing equality of opportunity	Implement targeted interventions to improve attendance for children in receipt of the pupil premium grant  Provide additional support to families facing barriers to attendance  Collaborate with external agencies to address underlying issues affecting attendance	Staff training on effective attendance strategies  Funding for additional support and resources  Partnerships with external agencies	Throughout the academic year	Increase in attendance rates for children in receipt of the pupil premium grant  Reduction in barriers to attendance Positive feedback from families
Eliminating discrimination	Review and update the school's attendance policy to ensure it is inclusive and does not discriminate against any group  Monitor and address any instances of discriminatory behavior related to attendance	Review and revision of the attendance policy  Staff training on promoting inclusive attendance practices	March 2024	Attendance policy reflects inclusive practices  No reported instances of discriminatory behavior related to attendance
Fostering good relations	Organize events and activities that promote a sense of belonging and community among all students  Encourage peer support and mentoring for	Funding for events and activities  Recognition and reward systems	Ongoing throughout the academic year	Increased sense of belonging and community  Positive relationships among students  Recognition of achievements of all students

	<p>children in receipt of the pupil premium grant</p> <p>Celebrate and showcase the achievements of all students, regardless of their background</p>			
<p><b>Impact Statement:</b></p> <p>After successfully completing this objective, Coleridge Primary School will experience improved attendance rates among children in receipt of the pupil premium grant. This will contribute to narrowing the attainment gap and improving outcomes for these students. The school will foster a more inclusive and supportive environment, promoting equal opportunities for all children to thrive academically and socially. The positive impact of these efforts will be evident in the overall well-being and success of the school community.</p>				