

# Equality Information and Objectives Policy

Fairisle Junior School



<b>Approved by:</b>	FGB	<b>Date:</b> 25 <sup>th</sup> November 2025
<b>Last reviewed on:</b>	November 2025	
<b>Next review due by:</b>	November 2029	

## 1. 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 or civil partnership
  - Pregnancy and maternity
  - Race
  - Religion or belief
  - Sex
  - Sexual orientation

Our school aims to promote respect for difference and diversity in accordance with our values, including our school rules which ensure our school community is respected, ready to learn and safe.

## 2. 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 Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#), the [technical guidance for schools from the Equality and Human Rights Commission](#) and [guidance from the Government Equalities Office on meeting the specific duties that support the Public Sector Equality Duty](#).

## 3. 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, children 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 headteacher will:

- › Promote knowledge and understanding of the equality objectives among staff and children
- › 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

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

## **4. 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.

Any discrimination from any member of our school community will not be tolerated.

## **5. Advancing equality of opportunity**

As set out in the 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
- › 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

In addition to the information about children, we will consider how our activities as an employer affect staff with protected characteristics.

## **6. 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
- › Making children aware of our behaviour and anti-bullying policies
- › Holding assemblies
- › Working with our local community
- › Encouraging and implementing initiatives as are appropriate and required

## **7. Equality considerations in decision-making**

The school ensures it has due regard to equality considerations whenever significant decisions are made. We consider equality implications before and at the time that we develop policy and make decisions and continue to review these on a continuing basis.

## 8. Equality objective

### Objective:

To achieve a reduction in discriminatory incidents related to the protected characteristics.

Why we have chosen this objective:

We have identified a recent rise in these incidents. This objective reflects our priority to have kind and tolerant children that attend and leave our school. Reducing discriminatory incidents is a necessary equality objective because it directly supports the school's statutory, moral, and educational responsibilities. Under the Equality Act 2010, schools have a duty to eliminate discrimination, advance equality of opportunity, and foster good relations between children. Setting a specific objective to reduce discriminatory behaviour ensures the school takes measurable, proactive action to meet these duties.

Discriminatory incidents—whether related to race, disability, gender, religion, sexual orientation, or any protected characteristic—can cause significant emotional and educational harm. Such behaviour negatively impacts children's sense of belonging, confidence, wellbeing, and academic progress. By prioritising the reduction of discriminatory incidents, the school promotes a safe, inclusive environment where all children feel valued and able to learn without fear of prejudice or harassment.

A focus on reducing discrimination also strengthens the school's culture of respect and inclusion. It enables staff to identify patterns, address underlying issues through teaching and pastoral support, and develop children's understanding of equality and diversity. This objective helps equip children with the social and moral skills needed to contribute positively to modern society.

Furthermore, demonstrating clear action to address discriminatory behaviour aligns with our wider approaches around safeguarding, behaviour, personal development, and children's cultural capital. It assures parents and the wider community that the school actively promotes fairness, tolerance, and mutual respect.

To achieve this objective, we plan to:

- Hold assemblies to support our children
- Ensure our curriculum supports our children to be kind and tolerant
- Celebrate the differences within our school community
- Use trips and visits to support understanding of different cultures and communities
- Challenge discrimination consistently
- Work with children who may be displaying discriminatory behaviours in a bespoke manner to support change
- Celebrate diversity through school displays
- Ensure reading texts support our objective and explore themes and attitudes
- Communicate our learning to parents and carers
- Model respectful language and attitudes
- Challenge stereotypes through day to day interactions and within the curriculum
- Ensure children feel safe to report concerns
- Record and monitor incidents to identify patterns and intervene early
- Use restorative practices where discriminatory incidents have occurred
- Consult our Learning Leaders on how to achieve our objective

## 9. Monitoring arrangements

School-specific equality objectives will be reviewed by the governing body at least every 4 years.

The objective will be reviewed annually by the headteacher and the outcome shared with the governing body.