



Equalities Information and Objectives

Overstone Combined School demonstrates a strong culture of inclusion and through the vision, values and culture of the school. Staff and governors are committed to promoting equality of opportunity across the school community and take seriously the requirements of the Public Sector Equality Duty as defined by legislation in 2010: <http://www.legislation.gov.uk/ukpga/2010/15/section/149>.

The Public Sector Equality Duty aims to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. By removing or minimising disadvantages suffered by people due to their protected characteristics.
- Advance equality of opportunity between people who share a protected characteristic and those who do not. By taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- Foster good relations between people who share a protected characteristic and those who do not. By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Overstone Combined School Equality Objectives (Last Reviewed March 2021)

- To ensure that all pupils, irrespective of gender, make at least good progress year on year and to close gaps in attainment between boys and girls in English and mathematics.
- To ensure that all pupils new to the school experience a successful transition, are happy and settle quickly to learning.
- To ensure that all parents are happy to come to school take part in school events and feel they are able to raise concerns about their child or about the way they are treated as a member of the school community and do not feel they are discriminated against in any way.
- To extend our pupils' understanding of cultural diversity and tolerance of differences in culture and religious beliefs through positive experiences of different cultures traditions and languages.

Equalities information (Last Reviewed March 2021)

Protected characteristics	Aims of the general duty		
	What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation?	How do we advance equality of opportunity between people who share a protected characteristic and those who do not?	How do we foster good relations between people who share a protected characteristic and those who do not?
Race	Racist incidents (which are rare) are treated very seriously and are recorded and reported annually to the governing body and to the Local Authority.	The school extends opportunities for children to experience other cultures through the curriculum, assemblies and through extended opportunities and visitors	Children share experiences of other cultures and are interested in each other's lives.



	<p>All pupils achieve and make good progress, irrespective of race.</p> <p>The ethnic diversity of the school reflects the demographic of the local area.</p> <p>Feedback from parents demonstrates a shared view that the school is inclusive of children from different cultures and backgrounds.</p> <p>Staff recruitment and professional review procedures help ensure equality of opportunity.</p>	<p>to the school (e.g. African drumming, Divali and Chinese New Year). These experiences are promoted through the school website and newsletter.</p> <p>The school makes the most of international events to celebrate diversity and promote understanding of different cultures.</p>	
Disability	<p>As a school we recognise a person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.</p> <p>Planning for learning and support ensures that all disabled pupils play a full part in all aspects of school life, including residential trips, sports days and extra-curricular activities.</p> <p>A number of parents are registered disabled; care is taken to ensure that they are supported during visits to the school.</p> <p>The school site has good access for disabled people and we are open to implement suggested improvements where possible.</p> <p>Staff recruitment and professional review procedures help ensure equality of opportunity.</p>	<p>All pupils are seen to participate fully in school productions, events and sports days.</p> <p>We ensure that parents who are disabled are able to access school events together with parents who are able-bodied.</p> <p>Children learn to support others and celebrate their involvement within a caring environment.</p>	<p>Expectations of pupils with disability are high and include appropriate challenge as for all pupils.</p> <p>Positive relationships are made between all pupils who see each other as equals. Able-bodied children create opportunities for disabled pupils to be included; opportunities are created where disabled pupils help others and are supported to take a lead in games and activities. The school works closely with outside agencies including Young Carers and the Specialist Teaching Service.</p> <p>Ensure planned transition programmes are in place for pupils coming to Overstone from other schools and moving from Overstone to other schools.</p>
Gender	<p>Most pupils achieve and make good progress, irrespective of gender.</p> <p>Staff recruitment and professional review procedures help ensure equality of opportunity.</p>	<p>The school makes every effort to challenge traditional stereotypes relating to gender and equality.</p> <p>Monitoring of pupil data ensures appropriate interventions support achievement for all pupils in all areas of the curriculum, irrespective of gender.</p>	<p>The school curriculum and assemblies extend children's knowledge and understanding of people's involvement of the world and challenges traditional stereotypes about gender.</p>
Gender Reassignment	<p>Staff recruitment and professional review procedures help ensure equality of opportunity.</p>	<p>The school has a strong ethos of equality and tolerance.</p>	<p>The school promotes inclusion for all members of the community.</p>



Pregnancy and Maternity	<p>The school ensures entitlements to Paternity and Maternity Leave are met.</p> <p>Line management support is in place.</p> <p>The school supports spouses wishing to attend medical appointments during pregnancy.</p> <p>The school supports flexible working as far as possible for all members of staff returning from maternity leave and for those with children.</p>	<p>Staff support needs during pregnancy are reviewed regularly with the line manager.</p>	<p>A strong team ethos helps foster a supportive environment for all staff.</p>
Age	<p>There is a wide age profile of staff and volunteers at the school.</p> <p>Staff recruitment and professional review procedures help ensure equality of opportunity.</p>	<p>As a school we celebrate the opportunities that are presented through a community with a wide age profile.</p> <p>Children are encouraged to think of the needs of others (e.g. not to trouble the elderly with Trick or Treat at Halloween).</p>	<p>Members of the community are invited into school to talk about their experiences of life when they were a child (e.g. toys in the past).</p> <p>Children are involved in supporting the local food bank which supports some elderly residents in the community.</p>
Religion and belief	<p>As a non-denominational school, Overstone promotes the understanding and tolerance of all religions and does not discriminate on the basis of religious belief. Located within a broadly Christian community, the school celebrates Christmas and through assemblies and RE develops the knowledge and understanding of the main celebrations of other religions (e.g. Diwali, Hanukka, Eid).</p> <p>Staff recruitment and professional review procedures help ensure equality of opportunity irrespective of religious belief.</p>	<p>Children talk about different religious festivals and beliefs at assemblies during the school year.</p> <p>Visitors and staff draw on a range of experience to ensure that children recognise that where they live is not necessarily representative of a multi-cultural society.</p>	<p>The school continues to extend links beyond the local community with the aim of providing opportunities for children of widely differing cultures to learn together.</p> <p>The school promotes an understanding of shared values between different cultures and religious beliefs.</p>
Sexual Orientation	<p>Homophobic language is not tolerated.</p> <p>Sex education incorporates understanding of sexual orientation for older pupils.</p> <p>The school demonstrates a commitment to equality of opportunity and treatment to all members of the community regardless of sexual orientation (e.g. parental involvement in school life).</p> <p>Staff recruitment and professional review procedures help ensure equality of opportunity.</p>	<p>Ensure that all parents are involved in all aspects of school life.</p> <p>Enable children to develop an understanding of different models of family life.</p>	<p>Encourage the involvement of parents in all aspects of school life.</p> <p>Ensure that resources that are used in school promote a range of models of family life.</p>

