BUCKTON FIELDS
PRIMARY SCHOOL

Equality Duty Information & Objectives

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On 5 April 2011 the Public Sector Equality Duty (The Equality Duty) came into force in England, Scotland and Wales. This duty replaces the existing race, disability and gender equality duties.

The 3 aims of the General Equality Duty are:

1. **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.

2. **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

3. **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.

The nine protected characteristics/groups are:

- Age (as an employer – but not applicable to pupils)
- Disability
- Sex
- Gender reassignment

- Race
- Pregnancy and maternity
- Religion or belief
- Sexual orientation
- Marriage or Civil Partnership

Guiding Principles
In fulfilling our legal duties listed above, we are guided by three essential principles:

- Every pupil should have opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education.
- Every pupil should be helped to develop a sense of the personal and cultural identity that is confident and open to change, and that is receptive and respectful toward other identities.
- Every pupil should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society and in the wider context of an interdependent world.

In compiling this equality information we have:

- Built relationships within our school community and looked at ways to support the protective characteristics.
- Examined how our school engages with protected groups, identifying where practice could be improved.
- Analysed our effectiveness in terms of equality since the school opened.

School Context & Summary of Effectiveness

Buckton Fields Primary School is a brand new school based on the Buckton Fields estate in Northampton. We currently have 354 pupils on roll, with the capacity of 420 when we are full.

We are an inclusive, supportive school where pupils thrive and we aim to provide high quality education where each child is valued as an individual. Since opening, we are proud of the partnerships we have built with our families and school community. We have a strong values-based culture which underpins everything that the school does.

We are founded on the philosophy of 'Fun, Creativity & Achievement' and strive to ensure that every pupil is provided with opportunities in all areas of the curriculum, with additional offerings that support out children to find and celebrate their individual talents.

We have strong recording and supporting systems in place to deal with any suspected bullying, sexual harassment, racial or other prejudice incidents and these recorded by the Senior Leadership Team, detailing any actions and following up on these through our monitoring procedures. All staff are trained on the reporting procedures in place, and any issues with specific pupils are mentioned in meetings for teaching and supporting staff. Where necessary, we report incidents to the CEO and wider Trust via the Compliance Committee.

Our SEN provision is strong and all pupils are integrated effectively, including those with significant needs who are provided with a tailored curriculum. We currently have 1 child with an EHCP. We are proud of our success with supporting children with additional needs and we have effective systems in place to identify children who require additional support, and accessing support from outside agencies.

Equality Duty Information - Equality

Protected Characteristics	Equality Aims of the general duty		
	What evidence do we hold that we eliminate unlawful discrimination, harassment & 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?
Age	Staff of a wide range in school Trustee members range in age Safe recruitment policy	Open recruitment procedure Recruitment training for leaders	Community links to the school Visitors to the school Positive role models of a range of ages
Disability	SEN provision mapping External agency engagement to ensure correct practice EHC plans regularly monitored and updated Site accessible & disabled parking spaces in car park Lift for upstairs access 3 disables toilets in the school and 2 medical rooms	Accessibility plan Assistant Principal of Inclusion driving SEND Regular on-going training for staff Support from SSS Ensuring all children have opportunity to take part & make adjustments accordingly, ensuring all can participate in curriculum activities Resources are adapted to ensure all can engage with curriculum learning	Regular meetings with parents- encouraging their relationship with outside support groups & agencies Celebrating differences and achievements for all Values curriculum – inspirational role models including those with disabilities

Sex	Attainment data is scrutinised to ensure there are no significant gaps between genders/actions in place to address any gaps found – shared at pupil progress meetings Safe recruitment policy; Support equal rights and to reduce stereotypes of boy/girl from EY onwards through Relationships Education Staff of both genders employed Sports clubs that cater for all genders	A varied curriculum to ensure that both sexes are engaged Inclusive sports opportunities Inclusive values curriculum Role models champion both genders Safeguarding training Equal opportunity awareness from staff training sessions Training on the Relationships Education	Shared sports Curricular activities aimed at all Celebrating achievements for all Values system Role models of both genders Community visitors of both genders Encouraging family members of both genders to be involved in school events – breakfast for dads etc and including same sex families.
Gender reassignment	Not applicable at current time of publication but we would gather advice from the relevant agencies Values curriculum that promotes tolerance, respect and a celebration of difference Well-being curriculum to support children Regular meetings with family/ check in sessions with child would take place	Not applicable at current time of publication but we would research, gather views, get expert advice and ensure equality of opportunity Trust training delivered by the Mermaid project	Deal with on a case by case basis; Offer professional support or help signpost to suitable professional agencies Provide opportunity to participate in the school community Provide pastoral care/ nurture support to child and family
Race	Comparative analysis of data to ensure attainment & progress in line regardless of race Reporting arrangements in place to eliminate and report unlawful discrimination in line with the LA policy Values curriculum celebrating diversity Prevent Duty in place A range of cultures celebrated through a range of resources, celebration days and visitors Role models from a range of cultures Equality statement in place for recruitment	Tracking to ensure progress at pupil progress meetings & data analysis meetings EAL support & resources available Inclusive opportunities to all activities Visitors form a range of cultures Pastoral support available for parents & children Equal opportunity employer	Visitors from a range of cultures Assemblies Values curriculum Positive role models Wider curriculum explores variety of cultures Ensuring the engagement of all of the school community in celebrations days/school events.
Pregnancy & Maternity	Flexible time off for antenatal appointments, etc; re-training on return to work; Continuity of care & teaching of pupils before & during maternity leave;	Open discussions with regard to: Maternity policy Return to work policy Overlap/ catch up with “KIT” days	Opportunities for new parents to bring their child/ren in to visit; Invite staff to functions & productions; Keeping in touch (KIT) days

	Adjustment to hours of work to current needs with agreement such as part time using the Flexible Working Policy. Fulfilling all obligations for maternity/ paternity leave/medical and maternity appointments; Choice of return date(s); Keeping in touch days offered; Provision of childcare facilities for visitors (feeding, changing, etc)		Open discussion & support provided to staff
Religion and belief	Curriculum study involves a range of religions and promotes tolerance & support of all types of belief and non-belief Modern British Values curriculum Prevent Duty in place	Curriculum that promotes understanding, tolerance& support for individual belief/non-beliefs RE celebration days Staff trained in Prevent Duty	Visitors from a range of religions Assemblies cover key events in a range of religions RE celebration days Values curriculum Positive role models from a range of religions Recognise the right to withdraw form some non-statutory events due to religion/belief
Sexual Orientation	Values system promotes respect for difference Anti-bullying policy in place with reporting arrangements in place for incident logging & monitoring systems Equal opportunity recruitment policy Use of acceptable language, not tolerating the use of the word gay as a term of abuse	Curriculum that promotes tolerance and respects difference Recruitment policy that welcomes all Awareness/Support children whose parents are in a same sex relationship & equal opportunities given to same sex parent families to engage in school life Positive role models Through wider curriculum children aware that families are different but all special	Same sex partnership families are given equal opportunities to engage with school life & events Same support for all parents and children regardless of orientation Curriculum that promotes tolerance and respect for others Staff choice of disclosure
Marriage or civil partnership	Values system promotes respect for difference Anti-bullying policy in place with reporting arrangements in place for incident logging & monitoring systems	Curriculum that promotes tolerance and respects difference Awareness/Support children whose parents are in a same sex relationship & equal opportunities given to same sex parent families to engage in school life Positive role models	Same sex partnership families are given equal opportunities to engage with school life & events Same support for all parents and children regardless of orientation Curriculum that promotes tolerance and respect for others Staff choice of disclosure

		Through wider curriculum children aware that families are different but all special	

Equality Duty Information - Engagement

Protected Characteristics	Engagement Aims of the general duty		
	How have we engaged with the protected groups in order to eliminate unlawful discrimination, harassment & victimisation?	How have we engaged with the protected groups to advance equality of opportunity between people who share a protected characteristic and those who do not?	How do engage with protected groups in order to foster good relations between people who share a protected characteristic and those who do not?
Age	The school has an ethos that values all, regardless of protected characteristic. Recruitment for staff/ Trustees/ volunteers does not discriminate against age, as shown by the range of ages of those involved in the school.	We have a wide range of ages in the school community who all have equal access to community events & are welcome to get involved in the school	Arranging community events that encourage family members of all ages and work with our local area to engage with community members of all ages.
Disability	The school has an ethos that values all, regardless of protected characteristic. Each pupils/adult need determined individually, with the right support provided for them to be successful in the	Accessibility plan & individual EHCPs updated, monitored & evaluated regularly to ensure accessibility & equality of opportunity, with adjustments made whenever necessary. Sen co co-ordination & regular on-going training for staff plus the use of additional	Ethos of the school supports and values all pupils and encourages them to value and support difference within each other.

	school, whether it is physical support in terms of access or academic support.	needs team mean we are proactive in our approach. All staff involved made aware of medical/health care needs of pupils Close liaison with parents and other professionals involved to ensure a united approach	
Sex	Equal opportunities promoted amongst children and staff. Equal curriculum access regardless of gender. Full school commitment to equality regardless of gender across all policies Pupil Equality & Diversity Champions	An exciting and engaging curriculum Inclusive sports opportunities Inclusive values curriculum Role models champion both genders Pupil surveys ensure all pupils have a voice Equality & Diversity Curriculum	Shared sports Curricular activities aimed at all Celebrating achievements for all Values & Equality & Diversity system Role models of both genders Engagement with both genders of pupil families
Gender reassignment	Not applicable at current time of publication but we would gather advice and support from the relevant agencies	Equality & Diversity curriculum & relationships Education ensures understanding for pupils	Manage on a case by case basis; Offer professional support or help signpost to suitable professional agencies & provide opportunity to participate in the school community Provide pastoral care/ nurture support to child and family
Race	The school creates a culture where all individuals are valued, with assemblies that promote a range of cultural traditions. Anti-bullying and anti-racism is part of the school ethos, and these values are embodied by all – the community knows that any incidents can be reported without fear of repercussions on behalf of the informer. A clear behaviour policy ensures all groups feel safe and that any issues would be dealt with quickly Equality & Diversity curriculum – termly focus	Black History Month celebrated Curriculum engages with other countries and cultures School council/pupil surveys ensure all pupils have a voice Equality & Diversity Curriculum ensures subjects such as Black Lives Matters are shared with pupils so that they have a clear understanding of the meaning of privilege and discrimination	Visitors from a range of cultures Assemblies Values curriculum Positive role models Wider curriculum exploring a variety of cultures

Pregnancy & Maternity	The school will offer support for pregnancy and maternity including "KIT" days. Flexible working arrangements considered for returning to work.	Open discussions with regard to: Maternity policy Return to work policy Overlap/ catch up with "KIT" days to ensure that there is no disadvantage to staff	Keeping in touch (KIT) days Open discussion & support provided to staff
Religion and belief	Curriculum study involves a range of religions and promotes tolerance & support of all types of belief and non-belief Modern British Values curriculum Engagement with wider religious communities	Curriculum that promotes understanding, tolerance& support for individual belief/non-beliefs	Visitors from a range of religions Positive role models from a range of religions
Sexual Orientation	Values system promotes respect for difference Anti-bullying policy in place with reporting arrangements in place for incident logging & monitoring systems Staff choice of disclosure Equality & Diversity curriculum & relationships Education in placer in school	Recruitment policy that welcomes all Awareness/Support children whose parents are in a same sex relationship & equal opportunities given to same sex parent families to engage in school life A wider curriculum- Equality & Diversity curriculum & relationships Education ensures understanding for pupils Children aware that families are different but all special	Same sex partnership families are given equal opportunities to engage with school life & events Same support for all parents and children regardless of orientation Curriculum that promotes tolerance and respect for others

Equality Plan Objectives & Action Plan: October 2026 – July 2030

Objective	Which protected groups(s) will this most affect/influence	How we will know we have achieved the objective	Lead & other key people	Actions	Annual Red/Amber/Green rating *First review July 2022*
To monitor to ensure no difference in pupil achievement by race,	All	Progress rates are at least good for all groups of pupils	Principal All staff	Termly pupil progress meetings to discuss progress and provide	

gender or disability and act on any trends or patterns in the data that require additional support for pupils.				intervention and acceleration strategies where necessary	
To embed a values based culture within our school that deepens pupil understanding of equality, diversity and protected groups as our children get older. Ensure that these are promoted by all stakeholders and that pupils are given opportunities to make contributions to this.	All protected groups	Children will demonstrate increased awareness, respect and understanding School environment clearly promotes equality & diversity All members of our community feel represented through our curriculum and experiences on offer	Principal Assistant Principal of Inclusion	Ongoing through the academic year Staff training on how to support children understanding of gender and protected characteristics Wider range of reading materials and displays on offer for pupils Questionnaires to evaluate impact Staff to embrace opportunities through curriculum planning, book choice, displays etc Pupils voice is captured	

				Promotions via newsletter, website & social media accounts Adapted as our children get older and develop their understanding	
To increase pupil understanding & appreciation of difference by ensuring that we take all opportunities to engage with our community groups, learn about cultural celebration events, and support and uphold key global events, using these to further educate and celebrate difference.	All protected groups	Pupils & other stakeholders can articulate and demonstrate understanding and respect for others in protected groups. A range of experiences ensure that our community feel represented.	Principal SLT	Across the school year, a timetable of global events, and important cultural celebrations is built into school day through lessons, assemblies and visitors. Visitors celebrate different cultures and disabilities, ensuring representation Evaluation of how to discuss/share key events related to protected characteristics such as gay pride month, black history month and disabilities in a sensitive manner	