



## Equality Information and Objectives

Date: January 2025  
Review Due: January 2026  
Reviewed Annually

## Background

Saxon Way Primary School is based in Gillingham, Medway. Gillingham is in one of the 20 most deprived neighborhoods in Kent.

Several ethnic groups are represented within the school staff.

The school has increasing number of EAL children, rising from 27% to 32.9% in the last year.

There is similarly wide-ranging representation from a number of different faiths within the Saxon Way community.

In 2023, 44.9% of pupils at Saxon Way are in receipt of Free School Meals. This figure is above the national average, which is 23.8%.

We are against all forms of discrimination. We actively challenge discrimination through our daily practice and we take our duty to promote community cohesion with the utmost seriousness.

Saxon Way School aims to create an environment where individuals feel confident and at ease by:

- Being respectful
- Always treating other members of the school community fairly
- Developing an understanding of diversity and the benefits it can have
- Adopting an inclusive attitude
- Adopting an inclusive curriculum
- Encouraging compassion and open-mindedness

We will support our pupils to embed this approach.

## Legislation and guidance

Saxon Way School has obligations under the Public Sector Equality Duty (PSED) (as set out in the Equality Act 2010) to have 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 it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Saxon Way School will not discriminate against a pupil or prospective pupil, staff and parents by treating them less favourably because of their:

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

## 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 Head.

The Head will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

All school staff:

- Are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

## Eliminating discrimination, harassment and victimisation

We will not discriminate against, harass or victimise any pupil, prospective pupil, member of staff or any other member of the school community because of any protected characteristic. We will not tolerate any prejudice-related discrimination whether direct or indirect, and will treat any such incidents with the utmost seriousness.

All within the Saxon Way community will challenge any type of discriminatory and/or bullying behaviour.

We will explore concepts and issues relating to identity and equality through the PSHE curriculum, the programme of assemblies and co-curricular activities and Special Days, including the promotion of diverse texts used in English and our Black History Month Museum.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every year.

## Advancing equality of opportunity

Saxon Way 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

We will therefore:

- Collate and regularly analyse information (e.g. safeguarding, behaviour, attendance and attainment data) related to specific groups within the school community to identify any trends or patterns, and ensure that appropriate steps are taken to address any issues identified

## Fostering good relations

Saxon Way instils in its pupils the importance of making a positive impact in the world, by showing empathy, respect and compassion to all. It is an intrinsic part of the education we provide our children, using our school values and Griffin Great Characteristics to underpin the activities of the school.

We believe that our pupils 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. This challenge will be delivered in a way that prevents discrimination, instead promoting inclusive attitudes.

Saxon Way recognises the importance of the use of language and high-quality resources in setting a tone and culture within the school. We ensure that staff and children

- Use appropriate and accurate language referring to particular groups or individuals
- Do not consciously offend, transmit or reinforce negative stereotypes
- Use their words to lift others up, not pull each other down
- Reflect the reality of an ethnically and culturally diverse society and challenge negative stereotypes
- Provide balance to discussions
- Can readily access resources

Saxon Way will promote acceptance, friendship and understanding of a range of religions and cultures through different aspects of our 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.

Saxon Way will continue to work successfully with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips to places of worship and activities based around the local community.

## Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

## Equality objectives

### *Objective 1*

Increase understanding of the Equality Act amongst staff and instill an awareness of the impact of their actions in relation to meeting our equality aims.

We have chosen this objective to ensure that all staff are working from a strong base of knowledge and shared purpose.

### *Objective 2*

To eradicate the use of homophobic, sexist, racist and other discriminative language by children in the school.

We have chosen this objective to ensure there is a consistent approach to teaching children what is acceptable language.

### *Objective 3*

To ensure that our curriculum reflects the rich diversities of the UK and our local area in order to meet the needs of our children, irrespective of race, gender, disability, sexual orientation and religion.

We have chosen this objective to ensure all children are accessing this diverse curriculum through high expectations and high-quality teaching to enable children to meet their full potential.

### *Objective 4*

To close the gap in attainment of the core subjects between different groups of pupils.

We have chosen this objective to ensure the barriers to learning are removed for all pupils so 100% attainment can be achieved by all.

### **Monitoring arrangements**

The Head and the EDI lead will update the equality information we publish annually. This document will be approved by the Governing Body.

### **Links with other policies**

This document links to the following policies:

- Accessibility Plan
- SEND Policy
- Medical Needs Policy
- Relationships policy