Equality Information - School Specific

Name of School: Staverton CE Primary School

Eliminating Discrimination in Our School

We work to eliminate discrimination in the following ways:

- Staff and governors are regularly reminded of their responsibilities under the Equality Act
- New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training annually
- The Headteacher monitors the school's equality information regularly and liaises with Forum members
- Our Safeguarding portal, My Concern, is used by all staff to record any incidents of discrimination

Advancing Equality of Opportunity

As set out in the DfE guidance on the Equality Act, we aim to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected by a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic [e.g. enabling Muslim pupils to pray at prescribed times]
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school clubs).

Fostering Good Relations

We aim to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of the 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, pupils will be introduced to literature from a range of cultures, and our library showcases a broad range of literature
- Holding collective worship dealing with relevant issues. Pupils will be encouraged to take a lead in such collective worship and external speakers will also be invited to contribute
- Our local community is welcomed into our school, and we have strong links with our local church, local businesses in Daventry (Hideaway Farm, Baker Benji, Suddenly on Sheaf Street) and our PCSO
- All pupils are encouraged to participate in our school's wider activities, and this is tracked
- Developing links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach – this includes curriculum visits from different faith groups and visits to different places of worship

- Pupils are actively encouraged to be courageous advocates of change and to make a positive difference to our world – our School Council and Eco-Team work collaboratively to promote this in our school and members have representatives from different year groups and is formed of pupils from different backgrounds
- Pupils are taught how to navigate the world of social media and staff have had recent training from Simon Aston, an online safety and wellbeing officer for the safeguarding in education service within Northamptonshire
- As a school within an expanding multi academy trust, our children, staff and parents have a number of opportunities to meet and work alongside counterparts from within the Diocese of Peterborough and we continue to enjoy strong links with schools within our local cluster

Equality Considerations in Decision-Making

We will always consider 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 all pupils regardless of gender
- Takes into account any medical needs

We keep a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

Reviewed by the Headteacher: August 2026