



# Lyme Community Primary School



**LYME COMMUNITY PRIMARY SCHOOL GOVERNOR'S MEETING 28/09/2023:**

## **SCHOOL EQUALITY POLICY ANNUAL REPORT**

### 1 Purpose

- 1.1 To invite Governors to (i) note the outcome of the School's Equality Policy Annual Report, and (ii) approve it for publication on the school's website.

### 2 Background

The Equality Policy Annual Report sets out the school's performance against (i) its Equality Action Plan, and (ii) its Measurable Equality Objectives

The School's Measurable Equality Objectives were set using the outcomes of the School's Equality Audit and Action Plan, both of which were submitted to Governors on 28/09/2023.

Measurable Equality Objectives were set to meet the requirements of the Equality Act 2010 (Specific Duties) Regulations 2011.

In addition, the Equality Act 2010 (Specific Duties) Regulations 2011 require the school to publish information annually to demonstrate compliance with the General Duty of the Equality Act 2010.

Publishing the Equality Policy Annual Report on the School's Website will provide the evidence to meet the publishing requirement of the Specific Duties.

Mrs Jo Roberts is responsible for producing the Equality Policy Annual Report.

### 3. Outcomes

The school has the following Measurable Equality Objectives:

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| <ol style="list-style-type: none"> <li>1. To ensure that the results of equality monitoring and equality impact assessments inform: policies, INSET priorities, curriculum reviews and school development planning.<br/>*Policy review – continue to use Equality Impact Assessment tool<br/>*Introduction of new practice/review of practice - use Equality Impact Assessment tool</li> </ol> |
| <ol style="list-style-type: none"> <li>2. To embed The Equality Act 2010 in all school practices.<br/>* Share a child-friendly version of the Equality Policy with all the whole school following on from it's design by a working party of pupils.</li> </ol>   |

The School's Equality Policy and Action Plan are attached as an Appendix. The key improvements include:

- Staff, governors and pupils will participate in a workshop delivered by Diversity Role Models (Charity) in Autumn term 2.
- Subject leaders have assessed their curriculum area using the EIA and have included actions in the planning for the next academic year. This will be discussed with the HT in Autumn term1 and reviewed on a termly basis.
- We have achieved reaccreditation for the Rights-Respecting Schools Award – gold.

### 4. Appendices

- Appendix 1: School Equality Audit
- Appendix 2: School Equality Action Plan
- Appendix 3: Equality Policy – reviewed September 2023
- Appendix 4: Accessibiliuty Plan 2023

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