



OJS Equality Information

This information is supplementary to our RKLTL Equality Policy and feeds into our equality objectives. It relates to our legal duties which as a Trust and school, we welcome.

The Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to the protected characteristics of race, disability, sex, age (as appropriate), religion or belief, sexual orientation, pregnancy and maternity and gender reassignment. This act replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act.

The Public Sector Equality Duty to assess the impact of our policies and practices on staff and pupils and take action to remove any obstacles identified, having due regard to:

- Eliminating unlawful discrimination, harassment and victimisation
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it.
- Fostering good relations across all protected characteristics between people who share a protected characteristic and people who do not share it.

We eliminate discrimination by:

- Ensuring that anti-bullying and anti-discrimination themes are routinely addressed through our curriculum as well as the assembly programme. This includes at least one assembly each week which specifically address issues of respect, equality and diversity. It also includes engagement with external organisations and the celebration of anti-bullying week.
- Our PSHE curriculum celebrates difference exploring different cultures, disability and imbalances of power. Pupils are taught that they all have a responsibility to look out for one another, and to report any incidents of bullying or prejudice-based behaviour.

Ensuring that all staff receive training on reporting and recording behaviour incidents. This forms part of the induction programme for all new staff and is reinforced at the start of the school year with all staff, during training.

- Having rigorous recording of all prejudice-based incidents and monitoring these to identify patterns and inform improvement actions. All staff have a responsibility to report incidents and resources in school ensure action is taken to prevent repeated incidents.

We advance equality of opportunity by:

- Our PSHE curriculum promotes dream and goals, encouraging children to have ambition, achieve personal goals and overcome disappointment. They have opportunity



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to investigate careers as well as opportunity for enterprise, to see how they can make a difference in the world.

- We teach about difference and diversity and the impact of stereotyping, prejudice and discrimination through PSHE and across the curriculum. We challenge negative stereotypes and promote protected characteristics through our assembly programme.
- We provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures. We promote positive messages about equality and diversity through displays, assemblies, visitors and whole school events.
- We remove or minimise disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or LGBTQ+ pupils who are being subjected to prejudicial bullying).
- We ensure pupils with protected characteristics can participate in our wider curriculum offer and extra-curricular activities, such as school residentials and clubs.

We foster good relations by:

- Encouraging pupils to engage with the community through visitors to school and assemblies; this prepares our pupils for life in a diverse society.
- Provoking curiosity by using materials and resources that reflect the diversity of the school, local community and wider population in terms of race, gender, sexual identity and disability.
- Promoting a whole school ethos and values that challenge prejudice based discriminatory language, attitudes and behaviour.
- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE and PSHE, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to texts from a range of cultures and authors.
- Inviting leaders of different faith groups to deliver assemblies and support the organisation of school trips to places of worship in the local community.

Oatlands Junior School was successfully completed and was awarded the RED Award in July 2024. This acknowledges and celebrates all of the above equality information in our school.