



Equalities Information and Objectives

Date of Policy: March 2016

Policy Owner: Mr J Littler

Date of Next Review: July 2019

(reviewed March 18)

Equalities Information and Objectives

EQUALITY STATEMENT

Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision),
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief,
- sexual orientation
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality Information – to demonstrate compliance with the general duty across its functions (**We will not publish any information that can specifically identify any child**)
- Prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely

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- Strive to ensure that society will benefit

Our School Mission Statement:

We are here to feel secure, be valued and to learn

Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

Responsibility

We believe that promoting Equality is the whole schools responsibility:

School Community	Responsibility
Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Monitoring progress towards achieving equality objectives. Publishing data and publishing equality objectives.
Head teacher	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that all school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Senior Leadership Team	To support the Head / Principal as above Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Teaching Staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum Ensure that you are aware of your responsibility to record and report prejudice related incidents.
Non Teaching Staff	Support the school and the governing body in delivering a fair and equitable service to all stakeholders Uphold the commitment made by the head teacher/principal on how pupils and parents/carers can be expected to be treated Support colleagues within the school community Ensure that you are aware of your responsibility to record and report prejudice related incidents

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School Community	Responsibility
Parents	<p>Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these</p> <p>Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.</p>
Pupils	<p>Supporting the school to achieve the commitment made to tackling inequality.</p> <p>Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.</p>
Local Community Members	<p>Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these</p> <p>Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.</p>
<p>We will ensure that the whole school community is aware of the Single Equality Policy and our published equality information and equality objectives by publishing them on the school website</p> <p>Breaches Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the head teacher and governing body.</p> <p>Monitor and Review Every three years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.</p>	

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Equalities Objectives (Spring 2016) Review March 2018:

Equality Objective 1:

Raise awareness of sexual orientation and promote positive attitudes towards alternative lifestyles and challenge gender stereotypes, ensuring that the new school building is fully functional to people of all sexual orientation

Why: From a range of monitoring we have found that our children display a tolerance of others. Recently, the school has successfully completed work to develop a full understanding of the word 'gay' and how this is related to same sex couple. This has been evaluated to have been effective in improving the tolerance and understanding of our pupils. However, we feel that there is still work to be done to fully challenge gender stereotypes within the school community. Following consultation with staff and in response to equalities training, it is felt that the new school building and environment may not have fully considered these requirements in its initial design

How:

- Introduce a series of books which show different family make ups. This will include same sex couples. The books will be introduced into our normal range of books and will be looked at as part of circle time and other shared reading opportunities. The books are very sensitive and do not mention the terms gay or lesbian but instead gently introduces the concepts that all families are different. **COMPLETED**
- Ensure that the design of the school building is fully accessible to people of all sexual orientation **COMPLETED**
- Review school uniform to consider if this reinforces gender stereotypes and make any required amendments **COMPLETED**
- Ensure equal opportunities to extra curricular activities **COMPLETED**
- Review the school website to ensure that images do not reinforce gender stereotyping **COMPLETED**
- Ensure that there is a gender neutral toilet allocated and available in the new school **COMPLETED**
- Provide natural exposure through posters, displays and activities, supported by resources (e.g. jigsaws and 'small world' resources in Early Years) **COMPLETED**
- Review staff training to increase awareness and facilitate a consistent approach **COMPLETED**
- Safeguarding Team to complete 'Stonewall' audit. Complete an action plan as a result and monitor its effectiveness **COMPLETED**

Outcome: To further raise awareness of this protected characteristics and to reduce the number of prejudice related incidents.

March 2018 update:

Stonewall Bronze Award Achieved. School working towards Silver Award. Expected Achievement Aut 18/ Spr19.

All staff trained

'Embracing Difference' agreed as part of the school revised Mission Statement. Embracing Difference Week across school – Autumn term

'Following Dreams' Week across school – Spring term. Role models in non stereotypical roles in school External reports demonstrate positive impact of Equalities Lead on attitudes across school

Equalities Objective 2:

Our data did not identify any areas of concern in relation to religion or belief or to age. However we have decided to include actions in these areas as noted below:

How?

In order to keep a high profile on Religion or Belief we will:

- continue to deliver a robust RE syllabus and fully implement the revised Local Agreed RE Syllabus.
- ensure that the school environment fully promotes the cultural development of our children.

Outcome: further increased cultural awareness amongst the school community

March 2018:

Collective Worship now supported by half termly 'Open the Book' Assemblies

SACRE audit self evaluates provision as good across school, with features of very strong provision

External report – Autumn 17/Spring 18 evaluates Social, Moral, Spiritual and Cultural education to be very strong throughout school

Equalities Objective 3:

Ensure that the new school building is fully accessible to all

Why?

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The school is relocating to a new school building in September 2016. This will be fully DDA compliant in line with statutory guidance. However, the school is aware that, when working, there may be some aspects of access that could be compromised.

How?

- Ensure that consideration is given to access issues in and around the school site throughout the planning process
- Consult with parents with disabilities in the community to advise on access issues and repond accordingly to manage/remove any barriers

Outcome: The school is fully accessible to all members of its community

March 2018:

New school building fully accessible and compliant with all DDA guidance

Gender neutral toilets available throughout school

March 2018:

Overall evaluation: the aims of the 2016-19 plan have been achieved by Spring 2018. A revised set of objectives are to be agreed in summer 18.