

# Rainow Primary School

*Caring, Learning, Achieving.*

## Equality Policy

**Members of staff responsible:**

**Date approved by Governors:**

**Date to be reviewed:**

**Headteacher**

**Autumn 2018**

**Autumn 2022**

### Definitions

#### Equality

Equality means treating everyone with fairness and respect and recognising the needs of individuals.

### Objectives

1. To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
2. To advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
3. To promote the principles of fairness and justice for all through the education that we provide in our school.
4. To eliminate any discrimination, harassment and victimisation. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of age; disability or a long term health condition; gender re-assignment; marriage and civil partnership; pregnancy and maternity; race (which includes ethnic origin, colour and nationality); religion or belief; sex; and sexual orientation.
5. To recognise and celebrate diversity within our community whilst promoting community cohesion.
6. To ensure that pupils and parents are fully involved in the provision made by the school.
7. To ensure that within the school budget, adequate funding is provided to underpin this policy.
8. To ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
9. To ensure that this policy is applied to all we do.

### 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:

1. age;
2. disability or a long term health condition;
3. gender re-assignment;
4. marriage and civil partnership;
5. pregnancy and maternity;
6. race (which includes ethnic origin, colour and nationality);
7. religion or belief;
8. sex; and
9. sexual orientation.

In order to meet our general duties, listed above, the law requires us to carry out 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.
- Strive to ensure that society will benefit.

**Our School Values and Vision for Equality.**

School Motto: *'Caring, Learning, Achieving.'*

Meeting the duties described above will mean that all our actions will embody our school's key principles and values, which includes that:

- We believe all should have equal access to opportunities, regardless of gender or sexual identity, race, age, colour, religion, nationality, ethnic origins, physical or mental abilities or whether they are pregnant.
- We celebrate the diversity of our world.
- To respect the religious, spiritual, cultural, and moral values of others and to consider thoughtfully different attitudes, values and beliefs.
- To provide an atmosphere of harmony and respect and safety within an educational environment.
- We respect diversity. We know that treating people equally is not simply a matter of treating everyone the same or protecting the potentially vulnerable. We do our best to make reasonable adjustments for disability, recognise and celebrate cultural differences, and understand the different needs and experiences of boys and girls.
- We believe that all children may be disadvantaged by the holding of prejudicial views, and seek to promote good relationships and positive attitudes between all groups. 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.

### **Roles and Responsibilities**

We believe that promoting Equality is the whole school's responsibility:

<b>School Community</b>	<b>Responsibility</b>
Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these.
Headteacher	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. Ensure that staff have appropriate skills to deliver 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 Headteacher 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.

<b>School Community</b>	<b>Responsibility</b>
Teaching Staff	<p>Help in delivering the right outcomes for pupils.</p> <p>Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.</p> <p>Design and deliver an inclusive curriculum.</p> <p>Ensure that you are aware of your responsibility to record and report prejudice related incidents.</p>
Non-Teaching Staff	<p>Support the school and the governing body in delivering a fair and equitable service to all stakeholders</p> <p>Uphold the commitment made by the Headteacher on how pupils and parents/carers can be expected to be treated.</p> <p>Support colleagues within the school community.</p> <p>Ensure that you are aware of your responsibility to record and report prejudice related incidents.</p>
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 Headteacher 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>

**We will ensure that the whole school community is aware of the Equality Policy and equality objectives by publishing them on the school website**

### **Complaints**

Complaints with regard to this policy will be dealt with via the schools complaints procedure, a copy of which is available from the school office or website.

### **Other Policies**

We have used our existing school policies and procedures to inform our Equality action plan. These include:

- School Strategic Development Plan.
- Behaviour and Anti-Bullying Policy.

**Monitor and Review**

Every four years, we will review our Equality Policy. Our school Equality Action Plan (See below) will be aligned to our School Strategic Development Plan. Its objectives and implementation will be monitored within the school’s self-evaluation and other review processes and therefore reviewed at least annually.

**Rainow School Equality Action Plan 2017-2021**

Objective	Action	Impact on Equality	Timescale	Evaluation (end of each cycle)
<p><b>1. To increase understanding of equality and diversity through direct teaching across the curriculum.</b></p>	<p>a. To ensure curricular planning throughout the course of a year includes aspects relating explicitly to equality and diversity issues and that the profile of these issues is high. This may also include improving links to other schools/groups and where possible, enabling our children to engage with different groups they would not normally work with. At least one topic in each Key Stage per year should encompass equality issues.</p> <p>b. Improve and update the school’s reading provision through the purchase of targeted books which accurately show both the United Kingdom’s multicultural society and the lives of others throughout the world.</p>	<p>The children will become more culturally aware and develop their understanding of global diversity.</p>	<p>a. On-going. Reviewed annually as a target for PSHE subject leader.</p> <p>b. Review as part of English subject leader book audit (usually once a year).</p>	

<p><b>2. To narrow the gaps between any underachievement or lack of progress of identified groups within the school.</b></p>	<p>a. Improve, develop and adapt the curriculum to ensure a mixture of topics that appeal to and engage both boys and girls and/or identified groups of poor performers.</p> <p>b. Improvements in planning, teaching, learning, assessment and moderation of writing.</p> <p>c. Monitor the achievement of pupils across the school and track progress according to a range of groups, including EAL pupils, identified SEN pupils, PPG pupils and Flexi-schoolers. Ensure that this information is accurately reported to the governors.</p>	<p>a-c. Measurable improvement year on year in children's attainment and progress, relative to their starting points.</p>	<p>a-c. ongoing.</p>	
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