

EQUALITY POLICY



EQUALITY POLICY Document Status			
Date of Policy Creation	May 2017	Headteacher	Denise Garner
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Introduction

Wrockwardine Wood Infant School & Oakengates Nursery Federation is an inclusive Federation where we focus on the well-being and progress of every child and where all members of our community are of equal worth. We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups. 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

School in this document will also refer to the nursery at Wrockwardine Wood and at Oakengates

Our approach to equality is based on the following 7 key principles

1. All learners are of equal value, whether or not they are disabled, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.

2. We recognise, respect and value difference and understand that diversity is strength of a community. We take account of differences and strive to remove barriers and disadvantages which people may face, in relation to disability, ethnicity, gender, religion, belief or faith and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit the school.

3. We foster positive attitudes and relationships. We actively promote positive attitudes and mutual respect between groups and communities different from each other.

4. We foster a shared sense of cohesion and belonging. We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life.

5. We observe good equalities practice for our staff. We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development

6. We have the highest expectations of all our children. We expect that all children can make good progress and achieve to their highest potential

7. We work to raise standards for all children, but especially for the most vulnerable. We believe that improving the quality of education for the most vulnerable groups of children raises standards across the whole school.

Purpose of the policy

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). This means that schools and Early Years settings cannot discriminate against children or treat them less favourably because of their sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation or pregnancy or maternity. Age and marriage and civil partnership are also “protected characteristics” but are not part of the Federation’s provisions related to children.

The Act requires all public organisations, including schools and nurseries to comply with the Public Sector Equality Duty and two specific duties.

The **Public Sector Equality Duty** or “general duty”

This requires all public organisations, including schools to

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

Two “specific duties”

This requires all public organisations, including schools to

1. Publish information to show compliance with the Equality Duty
2. Publish Equality objectives at least every 4 years which are specific and measurable

This policy describes how the school is meeting these statutory duties and is in line with national guidance. It includes information about how the school is complying with the Public Sector Equality Duty and also provides guidance to staff and outside visitors about our approach to promoting equality.

Appendix 1 is a checklist of key equality considerations

Appendix 2 shows the school’s Equality Objectives for 2016-2018 in an Equality Action Plan

Development of the policy

This policy was developed by the equality working group in consultation with children, staff, governors and parents and carers. It is part of our commitment to promoting equalities and providing an inclusive Federation.

When developing the policy we took account of the DfE guidance on the Equality Act 2010 and also the Ofsted inspection framework 2017, which places a strong focus on improving the learning and progress of different groups and on closing gaps in standards.

Links to other policies and documentation

Although this policy is the key document for information about our approach to equalities in line with the Public Sector Equality Duty, we ensure that information about our responsibilities under the Equality Act are also included in our improvement plans, self-evaluation reviews and on the website.

There are also references in the behaviour, admissions, SEN and anti-bullying policies as well as minutes of meetings involving governors, the whole staff, and the senior leadership team and the school's Safety Squad.

The Equality Act also applies to schools in their role as employers, and the way we comply with this are found in our recruitment procedures.

What we are doing to eliminate discrimination, harassment and victimisation

We take account of equality issues in relation to

- admissions and exclusions
- the way we provide education for our children and the way we provide access for children to facilities and services
- the Reasonable Adjustment duty for disabled children – designed to enhance access and participation to the level of non-disabled children and stop disabled children being placed at a disadvantage compared to their non-disabled peers
- appointments of staff so due regard is given to this policy this will ensure that no one is discriminated against when it comes to employment, promotion or training opportunities.
- consultation so those who are affected by a policy or activity are involved in the design of new policies, and in the review of existing ones
- the curriculum and by creating an environment which champions respect for all

Our admissions arrangements are fair and transparent, and we do not discriminate against children or their parents by treating them less favourably on the grounds of their sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity

Behaviour, Exclusions and Attendance

The school Policy on Behaviour - rewards, sanctions and exclusions - takes full account of the new duties under the Equality Act. We make reasonable, appropriate and flexible adjustment for children with a disability. We closely monitor data on exclusions and absence from school for evidence of over-representation of different groups and take action promptly to address concerns

Addressing prejudice and prejudice based bullying

The school challenges all forms of prejudice-based bullying, which stand in the way of fulfilling our commitment to inclusion and equality

The school:

- provides guidance in the staff handbook on how prejudice-related incidents should be identified, assessed, recorded and dealt with
- treats all bullying incidents equally seriously
- keeps a record of different prejudice-related incidents and provide a report to the governors about the numbers, types and seriousness of prejudice-related incidents at our school and how we dealt with them
- reports any racist incidents annually to the local authority

What we are doing to advance equality of opportunity between different groups

- We know the needs of our school population very well and collect and analyse data in order to inform our planning and identify targets to achieve improvements.
- We have procedures, working in partnership with parents and carers, to identify children who have a disability through our admissions and induction meetings.
- We collect data and monitor progress and outcomes of different groups of children and use this data to support school improvement. We take action to close any gaps, for example, for those making slow progress in acquiring age-appropriate literacy and number skills.

We collect, analyse and publish data:

- on the school population by gender and ethnicity;
- on the % of children identified as having a special educational need and/or disability and by their principal need or disability;
- by year group – in terms of ethnicity, gender and proficiency in English;
- on inequalities of outcome and participation, related to ethnicity, gender and disability and proficiency in English

We publish an analysis of standards reached by different groups at the end of key stage 1:

We also collect, analyse and use data in relation to attendance and exclusion of different groups

We are aware that the legislation relates mainly to current but also to future children – we will for example, be sufficiently prepared if a Visually Impaired, Hearing impaired or Gypsy Roma Traveller pupil joins our school.

We avoid language that runs the risk of placing a ceiling on any children' achievement or that seeks to define their potential as learners, such as 'less able'.

We use a range of teaching strategies that ensures we meet the needs of all children

We provide support to children at risk of underachieving

We are alert and proactive about the potentially damaging impact of negative language in matters such as race, gender, disability and sexuality.

In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between, for example:

- disabled and non-disabled people
 - people of different ethnic, cultural and religious backgrounds
 - girls and boys
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- We ensure equality of access for all children to a broad and balanced curriculum, removing barriers to participation where necessary.
 - We are also implementing an Accessibility Plan designed to: increase the extent to which children with disability can participate in the curriculum; improve the physical environment and; improve the availability of accessible information to disabled children.

Positive Action

We will take positive and proportionate action to address the disadvantage faced by particular groups of children with particular protected characteristics, such as targeted support. The actions will be designed to meet the school's Equality Objectives.

What we are doing to foster good relations

- We prepare our children for life in a diverse society and ensure that there are activities across the curriculum that promotes the spiritual, moral, social and cultural development of our children.
- We teach about difference and diversity and the impact of stereotyping, prejudice and discrimination through PSHE and citizenship and across the curriculum.
- We use materials and resources that reflect the diversity of the school, population and local community in terms of race, gender, sexual identity and disability, avoiding stereotyping.
- We promote a whole school ethos and values that challenge prejudice based discriminatory language, attitudes and behaviour.
- We provide opportunities for children to appreciate their own culture and celebrate the diversity of other cultures.
- We include the contribution of different cultures to world history and that promote positive images of people
- We provide opportunities for children to listen to a range of opinions and empathise with different experiences
- We promote positive messages about equality and diversity through displays, assemblies, visitors, whole school events e.g. Deaf Awareness week
- We include equalities matters in our Newsletters to parents and Carers

Other ways we address equality issues

- We maintain records of all training relating to the Equalities
- Our monitoring records include evaluations of aspects of Equalities
- We keep minutes of meetings where equality issues are discussed

- We have a rolling programme for reviewing all of our school policies in relation to equalities and their impact on the progress, safety and well being of our children.
- The implications for equalities of new policies and practices are considered before they are introduced

In order to ensure that the work we are doing on equalities meets the needs of the whole school community the school will:

- review relevant feedback from the annual parent questionnaire, parents' evening comments, theme book sharing comments, home visits, parent workshops/programmes
- secure and analyse responses from staff surveys, staff meetings and training events
- review feedback and responses from the children and groups of children, from the school council/safety squad, PSHE lessons, whole school surveys on children's attitudes to self and school
- analyse issues raised in Educational Health Care Plan annual reviews or reviews of progress on Individual Education Plans/Personalised Provision Maps, mentoring and support;
- ensure that we secure responses and feedback at Governing Board meetings.

Publishing Equality Objectives

- The objectives which we identify represent our school's priorities and are the outcome of a careful review of and analysis of data and other evidence.
- They take into account national and local priorities and issues.
- We evaluate our success in meeting the Public Service Equality Duties by the extent to which we achieve improved outcomes for the different groups of children.
- We will produce an Equality Action Plan that shows how we will achieve our objectives.
- The objectives will be part of our school improvement plan.

Monitoring and reviewing objectives

- We review and update our equality objectives every two years and report annually to the governing body on progress towards achieving them.
- We involve and consult staff, children, governors and parents and carers.
- We publish an evaluation of the success in meeting these objectives for parents and carers, on the school website.

Roles and Responsibilities

We expect all members of the school community and visitors to support our commitment to promoting equalities and meeting the requirements of the Equality Act. We will provide training, guidance and information to enable them to do this.

Governing board

- The governing board is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented.

- A member of the governing board has a watching brief regarding the implementation of this policy.
- The Governing Board keeps aspects of the school's commitment to the Equality Duty under review, for example, in terms of standards, curriculum, admissions, exclusions, personnel issues and the school environment.
- Governors annually review the Equality Policy and evaluate the success of the school's Equalities work taking account of quantitative evidence (e.g. data) and qualitative evidence (e.g. surveys)

Headteacher and School Leadership team

The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

Teaching and Support Staff

All teaching and support staff will:

- promote an inclusive and collaborative ethos in their classroom
- challenge prejudice and discrimination
- deal fairly and professionally with any prejudice-related incidents that may occur
- plan and deliver curricula and lessons that reflect the school's principles, for example, in providing materials that give positive images in terms of race, gender and disability
- maintain the highest expectations of success for all children
- support different groups of children in their class through differentiated planning and teaching, especially those who may (sometimes temporarily) find aspects of academic learning difficult
- keep up-to-date with equalities legislation relevant to their work.

We will provide training and guidance on Equalities for all staff new to the school as part of the induction procedure. We will go through the principal expectations and duties of the Equality Act at a whole staff meeting at the start of the school year.

Visitors

All visitors to the school, including parents and carers are expected to support our commitment to equalities and comply with the duties set out in this policy. We will provide guidance and information on the website to enable them to do this.

Equal Opportunities for staff

This section deals with aspects of equal opportunities relating to staff.

- We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.
- All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law.
- We are also concerned to ensure wherever possible that the staffing of the school reflects the diversity of our community.

- As an employer we strive to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.
- We respect the religious beliefs and practice of all staff, children and parents, and comply with reasonable requests relating to religious observance and practice.
- We ensure that all adults in school receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

Monitoring and reviewing the policy

We review the information about equalities in the policy annually and make adjustments as appropriate. Our review involves children, staff, governors and parents and carers.

Disseminating the policy

This Equality Policy along with the Equality Objectives and data is available

- on the school website
- as paper copies in the school office
- in the staff handbook
- in an annual Equality update to parents
- as part of induction for new staff
- This information is used to inform the policies, plans and strategies, lessons, additional support, training and activities the school provides
- The Equality Policy and Plan and Objectives have been shaped by the views, input and involvement of staff, parents, governors, children and other stakeholders
- The school publishes information to demonstrate purposeful action on the general duties
- The school analyses pupil achievement in terms of progress and standards for different groups and takes action when there trends or patterns indicate a need
- The school sets Equality objectives to improve outcomes for vulnerable children and monitors progress on reaching these objectives
- A senior member of staff has responsibility for coordinating the implementation of the policy and monitoring outcomes
- The school ensures that all staff understand and implement the key requirements of the Equality Policy
- The school ensures that visitors to the school understand and follow the key requirements of the Equality Policy
- The curriculum includes opportunities for all children to understand and celebrate diversity and difference
- All groups of children are encouraged to participate in school life and make a positive contribution, e.g. through class assemblies and the school council
- The school monitors bullying and harassment of children in terms of difference and diversity (i.e. different groups) and takes action if there is a cause for concern

Wrockwardine Wood Infant School & Oakengates Nursery Federation

- Visual displays and multi-media resources reflect the diversity of the school community
- Minority ethnic, disabled and both male and female role models and those of vulnerable groups are promoted positively in lessons, displays, discussions and class assemblies

APPENDIX ONE

Check list for school staff and governors

- The school collects information on race, disability and gender with regards to both children and staff, e.g. pupil achievement, attendance, exclusions and staff training
- Open evenings and other events which parents, carers and the community attend are held in an accessible part of the school and issues such as language barriers are considered
- The accessibility needs of parents, children and staff are considered in the publishing and sending out of information as a summary in the school prospectus
- We ensure that the whole school community knows about the policy, objectives and data through the school newsletter, assemblies, staff meetings and other communications.
- We publish on the school's website copies of relevant policies and guidance, including those on behaviour, anti-bullying and special educational needs.

APPENDIX 2

EQUALITY OBJECTIVES

EQUALITY OBJECTIVES 2017-2019		
OBJECTIVE	ACTIONS	EVALUATION
1. Ensure that children develop an understanding of how they fit into a diverse national and international community	Ensure Spiritual Moral Social and Cultural development is embedded so that children can confidently talk about their Personal Development, Behaviour and Welfare Achieve the SMSC Quality Mark	
2. Ensure all children regardless of ethnicity, age, gender or socio economic circumstances achieve and make at least good progress.	Pupil Premium Funding used to provide intervention Children understand about similarities and differences taught through Jigsaw PSHE Programme Progress of different groups tracked through school and external local and national data Raiseonline Report to the Governing Board termly	
3. Identify and reduce barriers to learning and ensure participation for vulnerable groups of children	Learning Mentor Programme- <i>Friends</i> Parent workshops Incredible Years Programme Family Learning Programmes	

APPENDIX 3

Prejudice Related Incident Report	
VICTIM(S)	PERPETRATOR(S)
Name of child/children or person/people	Name of child/children or person/people
DATE	LOCATION INCIDENT OCCURED (observed behaviour, discussion, disclosure)
INCIDENT/CONCERN (record factual information)	
SIGNATURE	DATE
ACTION TAKEN BY HEADTEACHER	OUTCOME

**APPENDIX 4
MONITORING PREJUDICE RELATED INCIDENTS**

REPORTED BY	DATE TIME OF INCIDENT	LOCATION OF INCIDENT	VICTIM Name/ Year/ ethnicity/ gender	PERPETRATOR Name/Year/ ethnicity/ gender	TYPE OF INCIDENT	RACIST PROVEN/ UNPROVEN	ACTION	OUTCOME	OTHER AGENCIES INVOLVED