



St Philip Westbrook C of E Primary School

"Together we aim high and with God's love we can fly"

Equalities Policy

Date of Review	Action
January 2018	Updated
March 2021	New policy adopted

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Statement of intent

St Philip Westbrook CE Aided Primary School recognises that certain groups in society have historically been disadvantaged because of unlawful discrimination they have faced due to their race, sex, disability, gender reassignment, marriage/civil partnership, religion/belief, sexual orientation or age.

This policy will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the school community and workforce.

1. Legal framework

- 1.1. This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

Human Rights Act 1998

The Special Educational Needs and Disability Regulations 2014

Education and Inspections Act 2006

Equality Act 2010

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

Public Sector Equality Duty (PSED)

Data Protection Act 2018

The UK General Data Protection Regulation (GDPR)

- 1.2. This policy also has due regard for non-statutory guidance, including the following:

DfE (2014) 'The Equality Act 2010 and schools'

- 1.3. This policy operates in conjunction with the following school policies:

Admissions Policy

Complaints Policy

Dignity at Work Policy

Data Protection Policy

Race Equality Policy

- 1.4. The Equality Act 2010 provides a modern, single legal framework with three broad duties:

Eliminate discrimination harassment and victimisation

Advance equality of opportunity

Foster good relations

- 1.5. For the purpose of this policy, the Equality Act 2010 will be referred to as 'the Act'.
- 1.6. The school fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities.
- 1.7. Protected characteristics, under the Act, are as follows:
 - Age
 - Disability
 - Race, colour, nationality or ethnicity
 - Sex
 - Gender reassignment
 - Maternity and pregnancy
 - Religion and belief
 - Sexual orientation
 - Marriage and civil partnership
- 1.8. The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil:
 - In relation to admissions.
 - In the way it provides education for pupils.
 - In the way it provides pupils access to any benefit, facility or service.
 - By excluding a pupil or subjecting them to any other detriment.
- 1.9. The responsible body for the school is the governing body or the LA.
- 1.10. The school's liability not to discriminate, harass or victimise does not end when a pupil has left the school, but will apply to subsequent actions connected to the previous relationship between school and pupil, such as the provision of references on former pupils or access to "old pupils" communications and activities.
- 1.11. The school will promote equality of opportunity for all staff and job applicants.

2. Principles and aims

- 2.1. We see all learners and potential learners, and their parents, as of equal value, regardless of any protected characteristic.
- 2.2. Our policies, procedures and activities will not discriminate but must nevertheless take account of differences in life-experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.

- 2.3. The school will promote race equality and have due regard to eliminating unlawful racial discrimination, promoting equality of opportunity and good relations between people of different racial groups.
- 2.4. The school will promote disability equality, ensuring equality of opportunity, eliminating unlawful discrimination and disability-related harassment and encouraging participation by disabled people in public life.
- 2.5. The school will promote gender equality by eliminating unlawful discrimination and harassment and promote the equality of opportunity between men and women, girls and boys.
- 2.6. Transgender people are explicitly covered by the PSED. For the purposes of this policy, the term 'transgender' refers to an individual whose gender expression or identity is different from that traditionally associated with the sex they were assigned at birth.
- 2.7. The school will respect the confidentiality of those seeking gender reassignment and will provide a supportive environment within the community.
- 2.8. The school is opposed to all forms of prejudice and recognises that children and young people who experience any form of prejudice-related discrimination may fare less well in the education system.
- 2.9. The school will ensure that all staff comply with the appropriate equality legislation and regulations.
- 2.10. The school's Admissions Policy will not discriminate against any protected characteristic in any way.
- 2.11. The school will:
 - Ensure staff are aware of their responsibilities, given necessary training and support, and report progress to the governing body.
 - Ensure that the recording and reporting of equality and diversity is sufficiently scrutinised.
 - Foster positive attitudes and relationships, a shared sense of cohesion and belonging, and ensure this is promoted in our policies, procedures and activities.
 - Observe good equalities practice in staff recruitment, retention and development, and ensure that all policies and procedures benefit all employees and potential employees regardless of any protected characteristic, and with full respect for legal rights relating to pregnancy and maternity.
 - Reduce and remove inequalities and barriers that already exist.

Engage with a range of groups and individuals to ensure that those who are affected by a policy, procedure or activity are consulted and involved in the design of new policies, and in the review of existing ones.

Ensure that policies, procedures and activities benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in the public life of everyone, regardless of any protected characteristic.

Ensure staff promote an inclusive and collaborative ethos in the school, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, and showing appropriate support for pupils with additional needs, maintaining a good level of awareness of issues surrounding equality.

3. Roles and responsibilities

3.1. The governing body will:

Ensure that the school complies with the appropriate equality legislation and regulations.

Meet its obligations under the PSED to:

- Publish equality objectives at least every four years commencing on the date of the last publication.
- Update and publish information every year to demonstrate school compliance with the PSED.

Ensure that the school's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.

Ensure that the school's Admissions Policy does not discriminate in any way.

Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the governing body.

Proactively recruit high-quality applicants from under-represented groups.

Provide information in appropriate and accessible formats.

Ensure that the necessary disciplinary measures are in place to enforce this policy.

3.2. The headteacher will:

Implement this policy and its procedures.

Ensure that all staff members receive the appropriate equality and diversity training as part of their induction and CPD.

Ensure that all parents, visitors and contractors are aware of, and comply with, the provisions of this policy.

Actively challenge and take appropriate action in any case of discriminatory practice.

Address any reported incidents of harassment or bullying in line with DfE guidance.

Produce an annual report on the progress of implementing the provisions of this policy and report it to the governing body.

3.3. Employees will:

Be mindful of any incidents of harassment or bullying in the school.

Address any minor issues of harassment or bullying and report any major breaches of the policy to the headteacher.

Identify and challenge bias and stereotyping within the curriculum and the school's culture.

Promote equality and good relations, and not harass or discriminate in any way.

Monitor pupils' progress and academic needs to ensure the appropriate support is in place.

Keep up-to-date with equality legislation and its application by attending the appropriate training.

3.4. Pupils will:

Not discriminate or harass any other pupil or staff member.

Actively encourage equality and diversity in the school by contributing their cultural experiences and values.

Report any incidences of bullying or harassment, whether to themselves or to others, to a member of staff.

Abide by all the school's equality and diversity policies, procedures and codes.

4. Equality objectives

4.1. The school is committed to promoting the welfare and equality of all its staff, pupils and other members of the school community. To achieve this, the school has established the following objectives:

To ensure that the needs of all children, including vulnerable children, are met and are not disadvantaged due to their gender, race or disability.

Ensure all children have equal access to all aspects of the curriculum and that all children are making good progress.

To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities with particular reference to issues with equality and diversity.

To promote cultural development and understanding through a rich range of experience both in and beyond the school.

To avoid deterministic notions of fixed ability and to model teaching and learning behaviours that develop an open mind and avoid labelling.

Through direct teaching and collective worship, ensure that children have an understanding that the freedom to choose and hold other faiths and beliefs is protected in law.

To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010.

To teach a range of strategies to aid resilience in relation to mental and emotional health.

To raise pupil awareness of equality and diversity and further develop global awareness through our links with schools in South Africa and China.

To further develop rights respecting values to enable children to become active citizens and learners and achieve the Rights Respecting School Award.

To ensure that different families, including those with same sex parents, feel welcomed.

To ensure that separated parents are treated equally.

To ensure that the views of all stakeholders are gathered and evaluated, with areas for development actioned.

- 4.2. The school will update and publish its equality objectives at least every four years.

5. Collecting and using information

- 5.1. In accordance with the requirements outlined in the Data Protection Act 2018, personal data will be lawfully collected and processed in line with the principles and practices outlined in the Data Protection Policy and only for specified, explicit and legitimate purposes, e.g. to comply with the school's legal obligations.

- 5.2. The school will collect equality information for the purpose of:

Identifying key issues, e.g. unlawful discrimination in teaching methods.

Assessing performance, e.g. benchmarking against similar organisations locally or nationally.

Taking action, e.g. adapting working practice to accommodate the needs of staff who share protected characteristics.

- 5.3. The school will build an equality profile for staff to assist with identifying any issues within their recruitment regime. The school will obtain the following information from their staff:

Recruitment and promotion

Numbers of part-time and full-time staff

Pay and remuneration

Training

Return to work of women on maternity leave

Return to work of disabled employees following sick leave relating to their disabilities

Appraisals

Grievances (including about harassment)

Disciplinary action (including for harassment)

Dismissals and other reasons for leaving

- 5.4. The school will use the information they obtain to analyse any gaps present in their equality documentary.

Publishing information

- 5.5. The school will publish information to demonstrate its compliance with the Act.

- 5.6. The school will publish information relating to persons within the school community who share relevant protected characteristics, these will include:

[Schools with over 150 employees only] The school's employees

Other persons affected by the school's policies and procedures

- 5.7. The school will not provide this information if:

The employee is employed under contract personally to do work.

The employer does not have, and it is not reasonably practicable for the employer to obtain the data.

- 5.8. The school will update its equality objectives at least every four years and publish on the school website.

6. Promoting equality

- 6.1. In order to meet our objectives, the school has identified the following priorities:

The school will provide any necessary aids that are directly related to disabled pupil's educational needs as a reasonable adjustment, so they can integrate wholly in all parts of school life.

Staff will ensure that all pupils are able to take part in extra-curricular activities and residential visits, and the school will monitor uptake of these visits to ensure no one is disadvantaged on the grounds of a protected characteristic.

The school will ensure that all forms of prejudice-motivated bullying is taken seriously and dealt with equally and firmly.

There will be differential schemes of work designed to meet the abilities and learning styles of all pupils.

There will be a clearly defined disciplinary system stipulated in the Behavioural Policy, which will be consistently enforced.

The school will increase access for disabled children and young people to the school curriculum and will take necessary steps to meet pupils' needs by using a variety of approaches and planning reasonable adjustments for disabled pupils, enabling them to take as full a part as possible in the activities of the school.

The school will ensure there is adequate access to the physical environment of the school.

The school will seek the views of advisory staff, outside agencies and local schools.

Throughout the year, the school will plan ongoing events to raise awareness of equality and diversity.

- 6.2. The school will consult with stakeholders to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning.
- 6.3. Any reports of bullying and prejudice will be carefully monitored and dealt with accordingly and reported to the governing body.
- 6.4. Training will be given to all staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

7. Addressing prejudice-related incidents

- 7.1. The school is opposed to all forms of prejudice.
- 7.2. The school will ensure that pupils and staff are aware of the impact of prejudice.
- 7.3. The school will address any incidents immediately and, where appropriate, report them to the LA.

8. Complaints procedures

- 8.1. The school aims to resolve all complaints at the earliest possible stage and is dedicated to continuing to provide the highest quality of education possible throughout the procedure.

- 8.2. Any person, including a member of the public, is able to make a complaint about the provision of facilities or services that the school provides.
- 8.3. The school will adhere to the Complaints Policy to ensure a straightforward, impartial, non-adversarial process, that allows a full and fair investigation, respects confidentiality and delivers an effective response and, appropriate redress.
- 8.4. If a complaint has completed the school's process and the complainant remains dissatisfied, they have the right to appeal, as outlined in the Complaints Policy.
- 8.5. The school works to develop good professional relationships between colleagues; however, we understand that sometimes conflicts may arise. Through maintaining open communication, we want our employees to feel able to raise any grievances so that appropriate and effective solutions can be put in place. Grievances raised by staff members will be processed in accordance with the school's Grievance Policy.

9. Curriculum

- 9.1. All pupils will be entitled to access a broad and balanced curriculum and to teaching and learning opportunities which meet their needs, including extra support where this has been identified as a statutory need.
- 9.2. When planning the curriculum, the school will take every opportunity to promote and advance equality.
- 9.3. When teaching the curriculum, the school will promote equality and will not subject individuals to discrimination.
- 9.4. The school will develop an appropriate curriculum for all pupils in all vulnerable groups.
- 9.5. The school will ensure PSHE lessons are designed for pupils to develop their knowledge of the world and the importance of equality.

10. Monitoring and review

- 10.1. The headteacher will review this policy annually, to ensure that all procedures are up-to-date.
- 10.2. The policy will be monitored and evaluated by the headteacher and governing body in the following ways:

Individual attainment data

Equal opportunities recruitment data

Ofsted inspection judgements on equality and diversity

Incident records related to harassment and bullying

10.3. Any changes made to this policy will be communicated to all members of staff.