

# Leckhampton C of E Primary School Equality Statement and Objectives

## Public Sector Equality Duty

Approved

To be reviewed

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

Leckhampton C of E Primary School is an inclusive school where we focus on the well-being and achievement of every child and where all members of our community are valued and cared for.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

### Guiding Principles

In fulfilling our legal and moral obligations, the school is guided by key underlying principles:

*All learners are of equal value.*

All learners in our school community are of equal value irrespective of disability, gender, ethnicity, culture and belief. We have strategies in place to promote the participation of pupils in decision making and making a positive contribution to school life and will ensure that learners from diverse backgrounds are involved in shaping our provision and improving our practice.

*We recognise and respect diversity.*

Treating people equally does not necessarily involve treating everybody the same. Policies, procedures and activities do not discriminate but they may be differentiated where necessary to take account of variety in terms of needs, experience and background. This includes the removal of potential barriers or disadvantages which people may face in relation to disability, ethnicity and gender.

*We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.*

Our intention is that all of our policies, procedures and activities should promote positive attitudes, good relations, positive interaction, mutual respect and an absence of bullying or harassment for all members of our community. We welcome diversity in our community and seek to celebrate our differences and develop understanding of and respect for the individuality of each member of that community.

*There is equality in the recruitment, retention and development of members of staff.*

Policies and procedures should benefit all employees and potential employees in recruitment, retention, promotion and continuing professional development regardless of age, gender, disability, ethnicity, culture or beliefs. This principle is made clear in the school's Equality Policy.

*We aim to reduce and remove any inequalities or barriers that may already exist.*

Through constant monitoring of all aspects of school life, we aim to identify any inequalities or barriers that may exist for any member of our community and take positive action to reduce or remove any such barriers or inequalities which may exist.

*We consult widely.*

We believe that all stakeholders should be consulted about policies which pertain to them as individuals. We therefore strive to involve and consult a range of stakeholders in the writing of new policies and the review of existing ones.

*Society as a whole should benefit.*

We intend that our policies, practices and activities should benefit society as a whole, including our school community, the local and national community and the wider global community to which we all belong. To this end, we aim to develop greater social cohesion and a greater participation in public life of all members of our community.

### **Information on pupils by protected characteristics**

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. In order to ensure that all pupils are protected from discrimination, the school collects some information on protected characteristics.

### **Information on other groups of pupils**

In addition to pupils with protected characteristics, we gather further information on the following groups of pupils:

- ❖ Pupils eligible for Free School Meals (FSM)
- ❖ Pupils with Special Educational Needs (SEN)
- ❖ Pupils in receipt of one of the Pupil Premium Grants
- ❖ Pupils with English as an Additional Language (EAL)
- ❖ Previously Looked After and Looked After Children
- ❖ Other vulnerable groups

### **Eliminating discrimination and other conduct that is prohibited by the Act**

This information aims to demonstrate that we give careful consideration to equality issues in everything that we do at Leckhampton C of E Primary School. Regular monitoring of the objectives set ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

We eliminate discrimination by:

- ❖ The adoption of the single Equality Scheme.
- ❖ Our Behaviour Policy and Tackling and Preventing Bullying Policy ensures that all children feel safe at school and addresses prejudicial bullying.
- ❖ Reporting, responding to and monitoring all racist incidents.
- ❖ Regularly monitoring the curriculum to ensure that it meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping.
- ❖ Ensuring teaching is of the highest quality.

- ❖ Tracking pupil attainment to ensure that all children make rapid progress, and intervening when necessary.

We advance equality of opportunity by:

- ❖ Using the information we gather to identify underachieving groups or individuals and plan targeted intervention.
- ❖ Ensuring participation of parents/carers and pupils in school improvement.
- ❖ Listening to the views of parents/carers.
- ❖ Listening to the views of pupils.
- ❖ Fostering good relations with all.

We foster good relations by:

- ❖ Ensuring that Leckhampton C of E Primary School is recognised as a warm and welcoming school within our local community.
- ❖ Ensuring that equality and diversity are embedded in the curriculum and in collective worship.

### **Equality Objectives**

At Leckhampton C of E Primary School, we are committed to ensuring equality of education and opportunity for all. Equalities Objectives are set every four years and progress is reviewed annually. The objectives are carefully chosen to suit our school circumstances and to contribute to the welfare of our pupils and the school community.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

**Objective 1: To raise levels of attainment in core subjects for vulnerable learners.**

**Objective 2: To promote an understanding of the rights of other people, so that pupils develop an understanding of the diverse nature of our community.**

**Objective 3: To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.**

### **Responsibilities**

It is the responsibility of the Governing Body to review the scheme and plans, monitor implementation and ensure that none of the school's policies could lead to any form of discrimination. The Governing Body is also responsible for ensuring that the school complies with legislation.

The school's senior leadership team (SLT) draws up and implements the Equality statement and objectives. The SLT is also responsible for ensuring that all members of staff are aware of their responsibilities and are provided with relevant and appropriate training and support. The Head teacher is responsible for taking appropriate action in any cases of unlawful discrimination.

All members of staff are expected to promote a collaborative and inclusive ethos in their classrooms, to deal with any prejudice related incidents which may occur by following school policy, to identify and challenge bias and stereotyping in the curriculum, to support any pupils who require differentiation due to any aspect of equality and to keep up to date with equalities legislation relevant to their work. Members of staff with responsibility for aspects of the curriculum are also expected to keep their

subject area under review to ensure that teaching and learning in that area reflects the following guiding principles.

### **Staff Development and Training**

All members of staff are entitled to continued professional development. We will ensure that all members of staff receive appropriate training in equalities issues as required, either individually or in groups. Opportunities for development in the knowledge and understanding of equalities issues will be actively sought.

### **Monitoring and Evaluation**

The school collects a range of data, both qualitative and quantitative, relating to the implementation of this scheme, and will make adjustments accordingly. In particular, quantitative data relating to the attainment of learners is analysed and broken down in order to monitor and evaluate the attainment of particular groups of pupils within the school community. This data is used to target groups and individuals in need of additional or different support as outlined in the guiding principles above.

The Equality Statement and Objectives should be read in conjunction with:

Child Protection Policy

SEND Policy and Information Report

Behaviour Policy

Preventing and Tackling Bullying Policy

Curriculum Policy

Accessibility Plan