

Stratford Primary School



Equality Policy

Date adopted by Governors:	July 2023
Date for policy review:	July 2025
Person responsible for review:	Head Teacher
Signed by Chair of Governors	July 2023

Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is 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 across all characteristics – between people who share a protected characteristic and people who do not share it

Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010. This document also complies with our funding agreement and articles of association

Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the head teacher

The equality link governor is Karen Kennedy. They will:

- Meet with the designated member of staff for equality (Mrs Humphriss) every term and other relevant staff members to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document.
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The Head Teacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

The designated member of staff for equality will:

- Support the school in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with the equality link governor to raise and discuss any issues
- Support the Head Teacher in identifying any staff training needs, and deliver training as necessary

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in the 'Equality Objectives'.

Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions. Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes. New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every year.

The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

Advancing Equality of Opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying or transgender)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures. We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made. The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for all genders

Equality objectives

Objective 1: Ensure that all pupils are taught equality and diversity through a series of assemblies and taught lessons

Why we have chosen this objective: *To ensure that all pupils have an excellent understanding of the Equality Act 2010*

To achieve this objective we plan to: *Invite a series of visitors to teach the children about different cultures, religions, philanthropic measures and also create areas in the school which teach the children about these areas. To regular survey pupils understanding.*

Objective 2: *Complete the action plan for United Against Bullying and ensure that as part of our teaching that all children respect each other regardless of characteristics.*

Why we have chosen this objective: *To ensure that all children and staff are united against bullying and can actively promote equality and diversity.*

To achieve this objective we plan to: *Join the United Against Bullying Alliance and gain Gold award because we have promoted Equality and Diversity successfully.*

Objective 3: *Audit and review reading/information books across the school to ensure it meets the needs of all. For example: books that celebrate trans people, issues and experiences within the school and across the curriculum*

Why we have chosen this objective: *To demonstrate that we celebrate diversity and this also was not completed in previous policy and is still an area to develop*

To achieve this objective we plan to: *research different books and commit English budget to improving choice of reading matter, create a display of diversity in the school.*

Objective 4: *Continue the development of our Peace Garden with the Peace Pole at the centre which promotes Peace for all Mankind.*

Why we have chosen this objective: *We regularly promote peace in our society and the peace garden is an opportunity to develop spiritual awareness of cultures in our world.*

To achieve this objective we plan to: *develop the garden further by adding sensory plants and sensory resources. We aim to teach the children the meaning of Respect is more than just in our school. We will teach the children through a series of assemblies, spiritual awareness books, lessons.*

Monitoring arrangements

The Head Teacher will update the equality information we publish at least every year.

This document will be reviewed by Local Governing Body at least every 2 years.

This document will be approved by Local Governing Body.

Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- SEND policy
- Child Protection and Safeguarding Policy
- Safer Recruitment Policy