

BURTON MANOR PRIMARY SCHOOL EQUALITY POLICY



Approved: Spring 2019

Review: Spring 2022

OVERVIEW

This policy reflects the Single Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975. This policy therefore supersedes all previous school policies on Disability, Ethnicity (ie Race) and Gender. The Single Equality Act combines the existing three duties into one new Equality Duty that covers all nine of the equality strands: age, disability, gender, gender-identity, race, religion or belief and sexual orientation and pregnancy and maternity (referred to as protected characteristics) In this school we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, everyone will be treated equally. We have '**due regard**' of the need to advance equality of opportunity by:

- Removing or minimising disadvantages
- Taking steps to meet different needs
- Encouraging participation when it is disproportionately low

This Single Equality Policy summarises the school's approach in ensuring equality for all.

OBJECTIVES

- To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
- 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** between our pupils, and families
- To eliminate any **unlawful discrimination, harassment and victimisation**. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their protected characteristic.
- To recognize and celebrate diversity within our community whilst promoting community cohesion.
- To ensure that pupils and parents are fully involved in the provision made by the school.
- To ensure that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive and preventative action is funded where necessary.

GOOD PRACTICE

We strive to achieve a cohesive community and expect that children respect one another and behave with respect to one another, and that their parents feel fully engaged in the school. We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.

Through our policies and actions we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.

We consider it prudent and sensible to maintain the practice of logging racist incidents and reporting them to the local authority. We monitor and log incidents that discriminate against children and young people or adults in our school with protected characteristics, e.g. racial/homophobic bullying.

ROLES & RESPONSIBILITIES

Governing Body

Work with the Head teacher and SENCO to monitor the implementation of the policy

Head teacher

Keep records of incidents which breach the equality act and deal with these incidents quickly and firmly

SENCO/Class teachers

Lead staff training and development in relation to equality and inclusion

Keep records of groups of children requiring additional support

Ensure all staff working within a classroom are aware of the individual needs of children
Report any breaches in the equality policy to the Head teacher or Senior Member of Staff

OUTCOMES

The school will make all 'reasonable adjustments' to promote equal opportunity and equal treatment of all members of the school community. It will ensure that all pupils are treated equally and as favourably as others.

We are committed to meeting the individual needs of each child and will take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010

EQUALITY OBJECTIVE

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence.

Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will review annually the progress we are making to meet our equality objective as part of our School Development review and planning process. The equality objective will also be included in the school's accessibility plan. (Appendix 1)

POLICY REVIEW

This policy will be reviewed every three years by the Governing Body, as part of its monitoring cycle.

<p><u>Equality objective for 2016-17:</u></p> <p>To promote the 'British value' of mutual respect within the school community - with a focus on race, religion, age and disability.</p> <ul style="list-style-type: none">-Whole School Art Project celebrating diversity-Burton Manor 5 R's promoted in assemblies (Respect, resilience, responsibility, rights, reflection) each week-School events, visits and visitors promoting and celebrating British values- music events, afternoon tea for parents, visitors from other faiths. Tracking by subject leader for SMSC development-School ambassadors (from each year group)celebrated in assembly for demonstration of Burton Manor 5 R's-Contribution to wider community events/fund-raising activities-School Council exchange visit with Doxey Primary to share ideas and feedback to school in Assembly-Development of Eco-Group-environmental/school grounds development	<p><u>Evaluation July 2017:</u></p> <p>Wide range of activities to promote mutual respect completed during the year, engaging with pupils, parents and local community.</p> <p>School values are at the heart of the school's ethos and these are well understood by pupils (questionnaire responses)</p> <p>Eco-committee has been successful in securing funding for projects to develop the school grounds, celebrated and shared by whole school.</p> <p>School Council has supported specific charities and successfully planned events for whole school fund raising</p>
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<p><u>Equality objective for 2017-18:</u></p> <p><u>To promote self-respect and safety in terms of gender, religion, disability or belief-</u> ensuring that staff are continually updated on safeguarding and that children know how to keep themselves safe.</p> <ul style="list-style-type: none">-Staff receive regular safeguarding updates on a range of topics identified from audit carried out (Sept 17)-Pupils are aware of range of issues/ forms of abuse and know how to protect themselves (cyber-bullying, sexting, online safety/grooming) <p>Whole school safeguarding activities take place during the year (anti-bullying week, NSPCC event, dyslexia awareness)</p> <ul style="list-style-type: none">-Support provided to pupils who require additional provision for their SEMH – social, emotional and mental health – needs, via counselling opportunities for children who are experiencing difficulties within their home/school circumstances.-Safeguarding is incorporated within the curriculum for PSHE (Personal, Social and Health Education), SRE (Sex and Relationships Education), and assemblies, so that children understand what abuse is and what they should do if they are experiencing it (promotion of Childline number and NSPCC Pants rule)-Burton Manor 5 R's promoted in assemblies (Respect, resilience, responsibility, rights, reflection) each week, with particular focus on self-respect	<p><u>Evaluation July 2018:</u></p> <p>Regular staff updates and training have taken place following Safeguarding audit carried out, ensuring staff and wider school community are aware of a range of safeguarding topics and how to identify/address issues</p> <p>Pupils have a greater knowledge of wider safeguarding issues , including cyber bullying and social media use. NSPCC workshops and assemblies plus visit from local PSCO to further support this agenda in school.</p> <p>Some nurture sessions have taken place but this is still an area of need and will be addressed as part of the school's improvement plan for 2018-19.</p> <p>School 5Rs are embedded into school life and understood by pupils in practical terms (evidenced by responses to pupil questionnaire and discussion groups)</p>
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<p><u>Equality objective for 2018-19:</u></p> <p>To promote understanding and respect of our differences both globally and within school community.</p> <ul style="list-style-type: none">-Identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minorities and with a variety of abilities and to celebrate diversity- Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries.-Use sporting/historical events as an opportunity to explore other cultures and customs-Further links with local church and environmental groups to support pupils' knowledge and understanding of community needs/differences	<p><u>Evaluation July 2019:</u></p> <p>Reinforced message of school 5R values (Respect, resilience, rights, reflection , responsibility)</p> <p>Weekly assemblies linked to a cultural story, national celebrations, famous people and achievements.</p> <p>Festivals celebrated-Chinese New Year, Diwali, Harvest, Christmas.</p> <p>Many opportunities to promote Eco diversity and community links related to environmental issues.</p> <p>Links with Rising Brook Church developed and venue used for whole school Christmas celebration, Easter</p>
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	activities and donation of harvest produce for Food Bank.
<p><u>Equality objective for 2019-20:</u></p> <p>To continue to work to improve the attendance of specific groups where attendance is below the school average.</p> <ul style="list-style-type: none"> -work with specific group of parents/pupils and identify any barriers which can be supported by school -SLT to track attendance fortnightly with Attendance Manager -Continue daily calls and follow up any issues -Continue letters, fines and involvement of EWO -Continue to promote good attendance through rewards, badges, certificates and prizes 	<p><u>Evaluation July 2020:</u></p>