



Brede Primary School

Policy name	Equality
Policy status	Statutory
Date approved by governing body	22.5.19
Review date	May 2020

Equality Policy Summary and Statement of Equality Objectives

Our Equality Policy includes all the protected characteristics covered under the Equality Act 2010 as well as other aspects which have the potential to discriminate against or to devalue any individuals within our community.

Protected characteristics which schools must take in to account when publishing equality information are as follows:

- Disability
- Carers
- Race (ethnicity)
- Religion or belief
- Sex (gender) or gender reassignment (transgender)
- Sexual orientation
- Pregnancy and Maternity

There are also two other protected characteristics for which schools do not have a direct duty:

- Age (of staff)
- Marriage and Civil Partnership

Our Equality Policy is: Inclusive of our whole school community as follows who we engage with and who may have an active part to play in its continuing review and development:

- parents/carers;
- pupils;
- teaching and support staff;
- the governing body;
- external advisors;
- external agencies;
- extended services providers;
- staff of contracted services;
- visitors to the school;
- students on placement.

The key purpose of Brede's Equality Policy is to set out how our practice and policies have due regard to meet the General and Specific Duties of the Public Sector Equality Duty (PSED) of the Equality Act 2010. The General Duty requires that the school in the exercise of all its functions must have 'due regard' to:

- eliminating discrimination, harassment and victimisation;
- advancing equality of opportunity between those who share a protected characteristic;
- fostering good relations between those who share a protected characteristic and those who do not.

The Specific Duty requires that the school in the exercise of the General Duty must:

- Publish information to demonstrate compliance with the General Duty. At Brede this is achieved in the form of its' Equality Policy which is reviewed on an annual basis
- Prepare and publish one or more equality objectives which should be reviewed every four years.

Our school within the wider context

The national demographic presents an ever-changing picture in terms of age, ethnicity, disability and social deprivation.

Overall aims of our scheme

- To eliminate discrimination, harassment and victimisation.
- To promote equality of access and opportunity within our school and within our wider community.
- To promote British Values through the curriculum and school ethos.
- To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, sexual orientation, cultures, faiths, abilities and ethnic origins.

To ensure that equality and inclusive practice are embedded across all aspects of school life the Equality Policy refers to the UN Convention on the Rights of the Child, which includes recognition of a range of educational, wellbeing, and material outcomes.

Issues relating to adults within the school community can be embraced under these themes and reflected in the action plan.

Our approach

We seek to embed equality of access, opportunity and outcome for all members of our school community, within all aspects of school life.

We actively seek out opportunities to embrace the following key concepts:

- Shared Humanity. Identifying commonality and shared values, aspirations and needs underpins our approach to equality. We value our fundamental similarities and universality
- Valuing difference and diversity. We appreciate the richness within our differences and look for ways of celebrating and understanding them better
- Interdependence, interaction and influence. We recognise that, as they evolve, distinct cultures, beliefs and lifestyles will impact on and inform each other

- Social cohesion within our school and within our local community
- Excellence. We aim to inspire and recognise high personal and collective achievement throughout our community, the UK and the wider world. Excellence is to be found everywhere
- Personal and cultural identity. We will provide opportunities to explore and value the complexity of our personal and cultural identities
- Fairness and social justice. We will develop our understanding of the inequality that exists in society and explore ways of individually and collectively promoting a more equitable society

These key concepts are reflected in our school vision statement.

Our vision statement about Equality

Brede seeks to foster warm, welcoming and respectful environments, which allow us to question and challenge discrimination and inequality, resolve conflicts peacefully and work and learn free from harassment and violence.

We recognise that there are similarities and differences between individuals and groups but we will strive to ensure that our differences do not become barriers to participation, access and learning and to create inclusive processes and practices, where the varying needs of individuals and groups are identified and met. We therefore cannot achieve equality for all by treating everyone the same.

We will build on our similarities and seek enrichment from our differences and so promote understanding and learning between and towards others to create cohesive communities.

We will ensure we identify opportunities for promoting our vision, the key concepts and our duties on equality legislation across all aspects of school life, including the provision of extended services.

These opportunities are likely to include all or some of the following, dependent on our current priorities.

- the engagement, participation and involvement of a broad and diverse range of children, young people, their parents and partner agencies
- preparation for entry to the school
- school policies
- breaks and lunchtimes
- the provision of school meals
- interaction with peers
- opportunities for assessment and accreditation
- exam arrangements
- behaviour management approach and sanctions
- exclusion procedures
- school clubs, activities and school trips
- the school's arrangements for working with other agencies

- preparation of pupils for the next phase of education
- learning and teaching and the planned curriculum
- classroom organisation
- timetabling
- grouping of pupils
- homework
- access to school facilities
- activities to enrich the curriculum, for example, a visitor to the school or Theatre in Education (TIE).
- school sports
- employees' and staff welfare

The roles and responsibilities within our school community

Our Headteacher will:

- ensure that staff, parents/carers, pupils, visitors and contractors are informed about the Equality Policy
- oversee the effective implementation of the policy
- ensure staff have access to training which helps to implement the policy
- develop partnerships with external agencies regarding the policy so that the school's actions are in line with the best advice available
- monitor the policy and report to the Governing Body at least annually on the effectiveness of the policy and publish this information
- ensure that the Senior Leadership team is kept up to date with any development affecting the policy or actions arising from it

Our governing body will:

- ensure that any priorities arising from the equality objectives are part of the School Development Plan
- support the headteacher in implementing any actions necessary
- engage with parents and partner agencies about the policy
- evaluate and review the policy annually and the objectives every 4 years.

Our Senior Leadership Team will:

- have responsibility for supporting other staff in implementing this policy
- provide a lead in the dissemination of information relating to the policy
- with the Headteacher, provide advice/support in dealing with any incidents/issues

Our pupils will:

- be expected to act in accordance with this policy through the behaviour and anti-bullying policies
- be encouraged to actively support the aims of the policy

Our parents/carers will:

- be informed of any incident related to this policy which could directly affect their child.
- Be encouraged to support the policy
- Be encouraged to take part in any activities related to the policy.

Our school staff will ensure equal treatment in the following areas:

- Admission
- Attainment, progress and assessment
- Reporting
- Curriculum teaching & learning
- Personal development
- Achievement
- Behaviour management

This policy should be read in conjunction with our Recruitment and Selection Policy and Procedures, SEND Policy, Accessibility Plan, Behaviour Policy and Anti-Bullying Policy.

Commissioned services (procurement)

Increasingly we are directly responsible for the purchase of goods and services such as maintenance, cleaning and security. We work closely with the local authority on procurement to ensure that equality issues are given full regard.

Implementation, monitoring and reviewing

Implementation, monitoring and review are the responsibility of our Senior Leadership Team and our governors who have agreed and published this policy, on the school website, which sets out our priorities and supports these with specific and measurable objectives.

We will record all hate incidents and report to the Local Authority as requested. We and the County Council will use this information to identify trends and patterns, so that we have approaches in place to provide appropriate responses in terms of support for victims and their families, sanctions and support for perpetrators and their families and education for our children, young people and communities.

We comply with local authority guidance and protocols and have our own school process for responding to equality related incidents.