

Head teacher	Mrs D Scott
Date	UNDER REVIEW Nov 2021
Chair of Governors	Mrs S Harrison
Person responsible	SLT
Next review date	POLICY IS UNDER REVIEW



Simonside Primary School

Equality Policy

Simonside Primary School

Equality Information and Objectives

1. 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.

2. 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 and schools.

3. Roles and responsibilities

The governing body 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.
- Meet with the Head Teacher 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.

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.

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in Section 8.

4. 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.

5. 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 disability, or gay pupils who are being subjected to homophobic bullying).
- 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 character 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:

- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying).

6. 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 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.
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach.

7. 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:

- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Equality objectives

- To continue to monitor and analyse pupil achievement by race, gender and disability and act upon any trends or patterns in this data that require additional support for pupils. This information will be gathered through termly Pupil Progress meetings and outcomes will form part of the school development plan.
- To continue to raise levels of attainment in core subjects for vulnerable groups. This information will be gathered through termly Pupil Progress meetings and outcomes will form part of the school development plan.
- To continue to monitor and support the attendance of all groups of children in school. This information will be gathered through daily registers and ongoing attendance consultations and outcomes will form part of the school development plan.

- d. To review levels of parental and pupil engagement in learning and school life, across all activities, to ensure quality and fairness in access and engagement. This information will be gathered by the SLT and outcomes will form part of the school development plan and the school access plan.
- e. To ensure the school environment is as accessible as possible to pupils, staff, governors, parents and visitors. This will be audited regularly and the outcomes will be used to update the school access plan.
- f. To promote spiritual, social, moral and cultural development through all appropriate curricular and extra-curricular activities.
- g. To promote an awareness of individual difference and diversity within the school community, the local community and the wider community by providing pupils and families with opportunities to learn more about other people and to participate in a rich programme of cultural development both in school and beyond the school. We aim to promote behaviours that avoid labelling and stereotyping. We aim to tackle and reduce prejudice and increase understanding of equality through direct teaching across the curriculum.

9. Monitoring arrangements

We will update our equality objectives every four years.

10. Links with other policies

This document links to the following policies:

- Accessibility Plan
- SEN Policy

Date of Implementation: January 2018