



Equality Statement and Single Equality Scheme 2019-2022

PERSON RESPONSIBLE FOR POLICY:	MISS A TUNNEY
APPROVED:	MARCH 2019
SIGNED:	ROLE: CHAIR OF GOVERNORS
TO BE REVIEWED:	MARCH 2022

EQUALITY AND DIVERSITY STATEMENT

Monitor and Review

Every three years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit alongside our overall School Improvement Plan and therefore will be reviewed as part of this process.

Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees only),
- disability
- race (includes ethnic or national origins, colour or nationality)
- gender (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief (includes lack of belief)
- sexual identity
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality Information – to demonstrate compliance with the general duty across its functions

We will not publish any information that can specifically identify any child

- Prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however, where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development.
- Aim to reduce and remove existing inequalities and barriers.
- Consult and involve widely
- Strive to ensure that society will benefit

Our mission statement

At Norton Infant School we believe that every child is entitled to enjoy their childhood and be valued for their individuality.

Each child will be encouraged to develop their full potential in a safe, happy, caring and stimulating environment.

Aims

- Aim high and learn together
- Promote a lifelong love of learning
- Provide an enriched, personalised curriculum
- Encourage independence and confidence
- Create an atmosphere of mutual trust, respect and support

We want our children to be ready to learn, motivated and have a positive attitude to learning. We believe children learn from and with others using their own initiative and we encourage them to think for themselves.

We encourage resilience by expecting children to rise to a challenge and keep on trying. All members of our school community share responsibility within school which in turn helps children learn to be a good role model, learn the consequences of their words and the actions of themselves and others and take responsibility for their environment and belongings.

Reflectiveness underpins everything we do and we work hard to recognise what we have done well and how we can improve.

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Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

Responsibility

We believe that promoting Equality is the whole schools responsibility:

Governing Body Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these.

Headteacher As above including:

Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensure that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.

Senior Leadership

Team As above including:

Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensure that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.

Teaching Staff Help in delivering the right outcomes for pupils.

Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.

Design and deliver an inclusive curriculum

Ensure that you are aware of your responsibility to record and report prejudice related incidents.

Non Teaching Staff Support the school and the governing body in delivering a fair and equitable service to all stakeholders

Uphold the commitment made by the head teacher/principal on how pupils and parents/carers can be expected to be treated

Support colleagues within the school community

Ensure that you are aware of your responsibility to record and report prejudice related incidents

Parents Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these

Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.

Pupils Supporting the school to achieve the commitment made to tackling inequality.

Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.

Local

Community Members Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these

We will ensure that the whole school community is aware of the Single Equality Policy and our published equality information and equality objectives by publishing them on our school website.

Complaints

Complaints with regard to this policy will be dealt with via the schools Complaints Procedure, a copy of which is available from the school office or on the school website at <https://norton-inf.uk>

- To monitor the attainment of all children and direct effective support to diminish differences in performance.
- To monitor the attendance of all children.
- To further develop the curriculum to ensure that all children learn to respect and value diversity through an understanding of British Values.
- To ensure equal access to all extracurricular activities for all children.

Andrea Tunney
March 2020