



## Equalities Policy

Policy Formally Approved	Jan 2016
Policy to be Reviewed	Jan 2020

It is the responsibility of the **Standards Committee** to review this policy and bring it forward to the full Governing Body for approval.

Signed by

Headteacher: .....Date:.....

Chair of Committee: .....Date:.....

Chair of Governors ..... Date .....

**Please note this policy should be read in alongside the All Saints Schools Trust Equality and Diversity Employment Policy (2019-2022).**

## **1 - Introduction**

Fressingfield CofE Primary School staff and Governors are committed to the promotion of equality. This involves tackling the barriers which could lead to unequal outcomes so that there is equality of access and the diversity within the school community is celebrated and valued.

It is our belief that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wide community. Every member of the school community should feel safe, secure, valued and of equal worth. At FRESSINGFIELD CofE PRIMARY SCHOOL, equality is a key principle for treating all people the same irrespective of their gender, ethnicity, disability, religious beliefs/faith tradition, sexual orientation, age or any other of the protected characteristics. (Single Equalities Act 2010)

This policy complies with the [Public sector equality duty](#) which came in to force in April 2011 (s.149 of the Equality Act 2010) and public authorities, to have due regard to the need to achieve the objectives set out under s149 of the Equality Act 2010 to:

- (a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

## **2 - Monitoring and reviewing**

The staff member responsible for coordinating the monitoring and evaluation of this policy in practise is MR MARK TAYLOR She is responsible for:

- Providing updates on equalities legislation and the school's responsibilities in this regard
- Working closely with the governor responsible for this area who is MR GARRY DEEKS.
- Supporting positively the evaluation activities that monitor impact and success of the policy on pupils from different groups e.g. SEN, CIC, Minority Ethnic including traveller and EAL pupils and Free School Meals, in the following recommended areas:
  - pupils' progress and attainment
  - learning and teaching
  - behaviour, discipline and exclusions
  - attendance
  - admissions
  - incidents of prejudice related bullying and all forms of bullying
  - parental involvement
  - participation in extra-curricular and extended school activities

- staff recruitment and retention
- visits and visitors

### **3 - Policy Commitments**

#### 3.1 - Promoting Equality: Curriculum

At FRESSINGFIELD CofE PRIMARY SCHOOL we aim to provide all our pupils with the opportunity to succeed. To achieve this we will ensure:

- curriculum planning reflects a commitment to equality
- the curriculum prepares pupils for life in a diverse society and uses opportunities to reflect the background and experience of pupils and families in the school
- there are opportunities within the curriculum to explore concepts and issues related to identity and equality
- the promotion of attitudes and values that celebrate and respect diversity and challenge discriminatory, extreme or radical behaviour and language wherever it occurs
- the use of images and materials which positively reflect a range of cultures, identities and lifestyles
- Ensure that pupils develop an understanding of British Values

#### 3.2 - Promoting Equality: Achievement

At FRESSINGFIELD CofE PRIMARY SCHOOL we will aim to ensure there is a consistently high expectation of all pupils regardless of age, gender, ethnicity, ability, social background and sexual orientation. To ensure the best possible outcomes we recognise that:

- Adults in the school will be good, positive role models in their approach to all issues relating to equality of opportunity
- It is important to identify the particular needs of individuals and groups within the school and to use targeted interventions to narrow gaps in achievement
- A range of teaching methods must be used throughout the school to ensure that effective learning takes place at all stages for all pupils
- All pupils must be actively encouraged to engage fully with their own learning

#### 3.3 - Promoting Equality: The ethos and culture of the school

At FRESSINGFIELD COFE PRIMARY SCHOOL we are:

- Aware that those involved in the leadership of the school community are instrumental in demonstrating mutual respect between all members of the school community
- Striving to achieve a feeling of openness and tolerance which welcomes everyone to the school
- Encouraging all pupils to greet visitors to the school with friendliness and respect
- Promoting the use of displays around school that reflect diversity across all aspects of equality and British values.

- Always willing to make reasonable adjustment to ensure access for pupils, staff and visitors (including parents) with disabilities (this not only includes physical access, but takes account of wider access to school information and activities)
- Providing a curriculum provision made to cater for the cultural, moral and spiritual needs of all pupils through assemblies, classroom based and off site activities
- Keen to ensure the pupil's views are actively encouraged and respected. Pupils are given an effective voice through the school council, pupil perception interview/questionnaires and there are opportunities to engage with pupils about their learning and the life of the school
- Providing positive role models throughout the school to ensure that different groups of pupils feel welcomed and included

### 3.4 – Promoting Equality: Staff Recruitment and Professional Development

At FRESSINGFIELD CofE PRIMARY SCHOOL we ensure:

- All posts are advertised formally and open to the widest pool of applicants
- That all those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and ensure equality of opportunity
- Steps are taken to encourage people from under-represented groups to apply for positions at all levels of the school
- Access to opportunities for professional development are monitored on equality grounds
- All supply staff and contractors are made aware of the equalities policy and practice we adhere to
- Employment policy and procedures are reviewed regularly to check conformity with legislation and the impact of policies are kept under regular review

### 3.4 – Promoting Equality: Countering and Challenging Harassment and Bullying

At FRESSINGFIELD CofE PRIMARY SCHOOL we view it as our responsibility to:

- counter and challenge all types of discriminatory, extreme and radical behaviour and this is made clear to staff, pupils, parents and governors
- have a clear, agreed procedure for dealing with prejudice related bullying incidents and have a nominated MR MARK TAYLOR as the member of staff responsible for recording and monitoring incidents
- report to Governors, parents and LA on an annual basis the number of prejudice related incidents recorded in the school
- Appropriate training will be accessed, including WRAP and Channel training.

### 3.5 – Promoting Equality: Partnerships with Parents/Carers and the Wider Community

FRESSINGFIELD COFE PRIMARY SCHOOL aims to work in partnership with parents/carers. We will:

- take action to ensure all parents/carers are encouraged to participate in the life of the school
- maintain good channels of communication e.g. through parents evening, parents' forum with the Headteacher and parent perception questionnaires

- encourage members of the local community to join in school activities and celebrations
- ensure that the parents/carers of newly arrived pupils e.g. EAL, Gypsy, Roma and Traveller or pupils with disabilities are made to feel welcome

#### **4 – Responsibility for the policy**

Within FRESSINGFIELD CofE PRIMARY SCHOOL all members of the school community have a responsibility for promoting equality.

The Governing Body has responsibility for ensuring that:

- the school complies with all equalities legislation relevant to the school community
- the school's equalities policy is maintained and updated regularly; and that equality schemes are easily identifiable (these may be included in the School Improvement Plan, the school's Accessibility Plan or may be stand-alone documents)
- The actions, procedures and strategies related to the policy are implemented
- The designated Equalities Governor has an overview, on behalf of the governing body, on all prejudice related incidents or incidents which are a breach of this policy and ensure that appropriate action is taken in relation to these incidents

The Headteacher and Senior Leadership team has responsibility for:

- Providing leadership and vision in respect of equality in partnership with the Governing body
- Overseeing the implementation of the equality policy and schemes
- Coordinating the activities related to equality and evaluating impact
- Ensuring that all who enter the school are aware of and comply with the equalities policy
- Taking appropriate action in response to any prejudice related, radical or extreme incidents or behaviours

The school staff has responsibility for:

- The implementation of the school's equalities policy and schemes
- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping
- Ensuring they do not discriminate on grounds of ethnicity and culture, disability, sexual orientation or other groups vulnerable to discrimination
- Keep up to date with equalities legislation