

GRESHAM PRIMARY SCHOOL

EQUALITIES POLICY

RATIONALE:

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). This means that schools cannot discriminate against pupils or treat them less favourably because of their sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation or pregnancy or maternity.

Age and marriage and civil partnership are also “protected characteristics” but are not part of the school provisions related to pupils.

The Act requires all public organisations, including schools to comply with the Public Sector Equality Duty and two specific duties.

The **Public Sector Equality Duty** or “general duty”

Gresham Primary School recognises and value our duties under the Equalities Act 2010 to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

AIMS OF THE POLICY:

Gresham Primary School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender (including issues of transgender, and of maternity and pregnancy), religion and belief, and sexual identity.

We 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.

POLICY AND PROCEDURES:

In fulfilling the legal obligations cited above, we are guided by nine principles:

GRESHAM PRIMARY SCHOOL

1. All learners are of equal value.

We see all learners and potential learners, and their parents and carers, as of equal value:

- Whether or not they are disabled
- Whatever their ethnicity, culture, national origin or national status
- Whatever their gender or gender identity
- Whatever their religious or non-religious affiliation or faith background
- Whatever their sexual identity

2. We recognise and respect difference.

Treating people equally (as per number 1 above) does not necessarily mean treating them all the same. Our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantage which people may face in relation to:

- Disability, so that reasonable adjustments are made
- Ethnicity, so that different cultural backgrounds and experiences of prejudice are recognised
- Gender, so that the different needs and experiences of girls and boys, and women and men, are recognised
- Religion, belief or faith background
- Sexual identity

3. We foster positive attitudes and relationships, and a shared sense of cohesion and belonging

We intend that our policies, procedures and activities should promote:

- Positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassments of disabled people
- Positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice-related bullying and incidents
- Mutual respect and good relations between boys and girls, and women and men, and an absence of sexual or homophobic harassment.

4. We observe good equalities practice in staff recruitment, retention and employment

We ensure that policies and procedures should benefit all employees and potential employees, for example, in recruitment and promotion, and in continuing professional development:

- Whether or not they are disabled
- Whatever their ethnicity, culture, religious affiliation, national origin or national status

GRESHAM PRIMARY SCHOOL

- Whatever their gender and sexual identity, and with full respect for legal rights relating pregnancy and maternity.

5. We aim to reduce and remove equalities and barriers that already exist

In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that already exist between:

- Disabled and non-disabled people
- People of difference ethnic, cultural and religious backgrounds
- Girls and boys, women and men.

6. We consult and involve widely

We engage with a range of groups and individuals to ensure that those who are affected by policy or activity are consulted and involved in the design of new policies, and in the review of existing ones. We consult and involve:

- Disabled and non-disabled people
- People from a range of ethnic, cultural and religious backgrounds
- Both men and women, girls and boys
- People of differing sexual orientations.

7. Society as a whole should benefit

We intend that our policies and activities should benefit society as a whole, both locally and nationally, but fostering greater social cohesion, and greater participation in public life of:

- Disabled and non-disabled people
- A wide range of people from differing ethnic, cultural and religious backgrounds
- People of differing sexual orientations.

8. We base our practices on sound evidence

We maintain and publish qualitative information showing our compliance with the public sector equality duty (PSED) set out in clause 149 of the Equality Act 2010 (Appendix 1).

9. Objectives

We formulate and publish specific and measureable objectives, based on the evidence we have collected published (as per 8 above) and the engagement in which we have been involved (as per 7 above).

The objectives which we identify take into account national and local priorities and issues as appropriate.

We continually review our equality objectives and report annually on progress towards achieving them. To further enhance Gresham Primary School's vision, our current objectives are as follows:

GRESHAM PRIMARY SCHOOL

Objective 1: to ensure that there are no gender differences in terms of progress, attainment or attitude to learning at all stages of a child's journey at Gresham Primary School.

Objective 2: to ensure that children with medical needs (including allergies) are well planned for and cared for enabling them to take part safely and happily in all areas of school life.

Objective 3: to promote cultural development and understanding through a rich range of experiences both in and beyond school.

Objective 4: to improve the understanding of and celebrate the varied family units and backgrounds of all the families of Gresham.

10. The curriculum

We keep each curriculum subject or area under review in order to ensure that teaching and learning reflect the principles set out in point 3 above.

11. Ethos and organisation

We ensure that principles listed in point 3 above apply to the full range of policies and practices, including those concerned with:

- Pupils' progress, attainment and achievement
- Pupils' personal development, welfare and well-being
- Teaching styles and strategies
- Admissions and attendance
- Staff recruitment, retention and professional development
- Care, guidance and support
- Behaviour, disciplines and exclusions
- Working in partnership with parents, carers and guardians
- Working with the wider community.

12. Addressing prejudice and prejudice-related bullying:

The school is opposed to all forms of prejudice which stand in the way of fulfilling the legal duties referred to in legal framework and points 1-2 :

- Prejudices around disability and special educational needs
- Prejudices around racism and xenophobia, including those that are directed towards religious groups and communities for example anti-Semitism and Islamophobia, and those that are directed against Travellers, migrants, refugees and people seeking asylum
- Prejudices reflecting sexism and homophobia

There is guidance available to all at the school on how prejudice related incidents should be identified, assessed and dealt with.

GRESHAM PRIMARY SCHOOL

We keep a record of prejudice related incidents if any and provide a report to the local authority about the numbers, types and seriousness of prejudice related incidents at our school and how they are dealt with.

13. Roles and responsibilities

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and related procedures and action plans are implemented.

A member of the governing body has a watching brief regarding the implementation of this policy.

The headteacher (or equivalent) is responsible for implementing the policy: for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in cases of unlawful discrimination.

A senior staff member has day-to-day responsibility for coordinating implementation of the policy.

All staff are expected to:

- Promote an inclusive and collaborative ethos in their classroom
- Deal with any prejudice related incidents that may occur
- Plan and deliver curricula and lessons that reflect the principles in point 3 above
- Support pupils in their class for who English is an additional language
- Keep up to date with equalities legislation relevant to their work.

14. Information and resources

We ensure that the content of this policy is known to all staff and governors and, as appropriate, to all pupils and their parent and carers.

All staff and governors have access to a selection of resources which discuss and explain concepts of quality, diversity and community cohesion in appropriate detail.

15. Religious observance

We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests to religious observance and practice.

16. Staff development and training

We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

17. Breaches of policy

GRESHAM PRIMARY SCHOOL

Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the headteacher and governing body.

18. Monitoring and review

We collect, study and use quantitative and qualitative data relating to the implementation of this policy, and make adjustments as appropriate.

In particular we collect, analyse and use data in relation to achievement, broken down as appropriate according to disabilities and special educational needs;

ethnicity, culture, language, religious affiliation, national origin and national status; and gender.

Disseminating the policy

We ensure that the whole school community knows about the policy through the school newsletter, assemblies, staff meetings and other communications.

We publish on the school's website copies of relevant policies and guidance, including those on behaviour, anti-bullying and special educational needs.

Confirmation the Policy for Equality in respect of Gresham Primary School has been discussed, approved and ratified by the Governing Body:

Signed by:

Chair of Governors: Date:

Headteacher: Date:

Approved at the Governing Body Meeting on:

Minute reference:

GRESHAM PRIMARY SCHOOL

APPENDIX 1

Section 149 Public sector equality duty

(1) A public authority must, in the exercise of its functions, have due regard to the need to—

- a) (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- b) (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c) (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

(2) A person who is not a public authority but who exercises public functions must, in the exercise of those functions, have due regard to the matters mentioned in subsection (1).

(3) Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—

- a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
- c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

(4) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

(5) Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—

- a) tackle prejudice, and
- b) promote understanding.

(6) Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.

(7) The relevant protected characteristics are—

GRESHAM PRIMARY SCHOOL

- age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

(8)A reference to conduct that is prohibited by or under this Act includes a reference to—

- a) a breach of an equality clause or rule;
- b) a breach of a non-discrimination rule.