



EAST MORTON CE PRIMARY SCHOOL

EQUALITY INFORMATION AND OBJECTIVES

School Vision Statement

All are inspired to achieve their potential within our loving community of life-long learners, where:

- Everyone is valued;
- Every chance is provided for all to flourish in the security of God's love; and
- Every day brings the enjoyment of life in all its fullness.

The Equality Act 2010

The Equality Act 2010 has replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. The Equality Act 2010 provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful.

The equality duty has two main parts: the 'general' equality duty' and 'specific duties'.

The general equality duty sets out the equality matters that schools need to consider when making decisions that affect pupils or staff with different protected characteristics. This duty has three elements. In carrying out their functions public bodies are required to have 'due regard' when making decisions and developing policies, to the need to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

East Morton CE Primary School fully understands the principle of the Equality Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. The Governors and Staff at East Morton CE Primary School are committed to providing all pupils with a curriculum which provides equality of opportunity and freedom from discrimination.

We are committed to overcoming sexist, racist and classist attitudes with an approach which seeks to raise consciousness and develop positive attitudes. A protected characteristic under the act covers the groups listed below:

- Age;
- Disability;
- Race, colour, nationality, ethnic or national origin;
- Sex (including transgender);
- Gender reassignment;
- Maternity and pregnancy;
- Religion and belief;
- Sexual orientation; and
- Marriage and civil partnership (for employees).

Having due regard to the need to advance equality of opportunity is defined further in the Equality Act 2010 as having due regard to the need to:

1. Remove or minimise disadvantages
2. Take steps to meet different needs
3. Encourage participation when it is disproportionately low.

Schools are required to publish information showing how they comply with the new equality duty and to set equality objectives. The school will update the published information at least annually and equality objectives at least once every four years.

In order to meet the general equality duty, there are two specific duties that we are required to carry out. These are:

- To publish information to demonstrate how we are complying with the equality duty. (Updated annually) We will not publish any information that can specifically identify any child.
- To prepare and publish one or more specific and measurable equality objective. (Updated annually) 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.

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 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.

East Morton CE Primary School objectives document draws together all previous equality legislation and details how we are fulfilling the requirements of the Act.
Addressing Prejudice Related Incidents

East Morton CE Primary 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 to the governing body.

Objectives

Detailed below are the East Morton CE Primary School current set of overriding equality objectives.

Objective Group	Objective
Leadership and Management	The vision for education is applied equally to all children at the school. The staff and governing body reflects the diversity of the East Morton CE Primary School community. Accurate collection, analysis and publication of equality data including the recording of prejudice-related incidents.
Quality of Education	No pupils (or their families) are disadvantaged academically, socially or emotionally. All staff are mindful of the academic and social needs of all children, especially potentially vulnerable children. Under-achievement is identified at regular pupil progress meetings and appropriate intervention is applied. All pupils are able to participate in a range of extracurricular opportunities. All pupils are assessed, monitored and tracked through internal tracking systems.
Personal Development (Fostering good relations)	Curriculum effectively develops children's understanding and appreciation of diversity. The curriculum celebrates diversity and promotes respect for all the different protected characteristics as defined in the Equality Act 2010.
Behaviour and Attitudes (Fostering good relations)	Children respect one another. Children feel safe and valued. Children, staff and parents know that misconduct and gross misconduct will be challenged. A respectful and positive culture Bullying is dealt with effectively

East Morton CE Primary School will make reasonable adjustments to meet the needs of disabled pupils and implement an accessibility plan aimed at:

- (a) increasing the extent to which disabled pupils can participate in the curriculum;
- (b) improving the physical environment of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided;
- (c) improving the availability of accessible information to disabled pupils.

The East Morton CE Primary School leaders accept and welcome their responsibility to have due regard in decision-making and actions to the possible implications for pupils with particular protected characteristics. They will consider equality implications before and at the time that they develop policy and take decisions.

Responsibility

We believe that promoting equality is the whole of East Morton CE Primary School's responsibility.

How does East Morton CE Primary School eliminate discrimination and other conduct that is prohibited by the Act, advance equality of opportunity between people who share a protected characteristic and people who do not share it, and foster good relations between people who share a protected characteristic and people who do not share it?

East Morton CE Primary School does this by measures that include:

- for pupils - implementation of policies on equal opportunities (including race and gender equality, special needs, behaviour and anti-bullying);
- for staff - implementation of policies on equal opportunities, recruitment and selection, pay and anti-harassment policy;
- PSHE, relationships education, RE and other elements within the curriculum that promote friendship and understanding about cultures and lifestyles;
- employing specialist staff where required to support pupils with special needs or disabilities, and implementing the East Morton CE Primary School disability access plan;
- monitoring of welfare, with intervention and support where required;
- taking steps to meet the particular needs of pupils or staff that have a particular characteristic.

School Community	Responsibility
Governing Body	Involving and engaging the whole East Morton CE Primary School community in identifying and understanding equality barriers and in the setting of objectives to address these.

Senior Leadership Team	<p>As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from East Morton CE Primary School in carrying out its day to day duties</p> <p>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.</p> <p>To support the Headteacher as above.</p> <p>Ensure fair treatment and access to services and opportunities.</p>
Teaching Staff	<p>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 Take responsibility to record and report prejudice related incidents.</p>
Support Staff	<p>Supporting East Morton CE Primary School and the governing body in delivering a fair and equitable service to all stakeholders. Uphold the commitment made by the Headteacher on how pupils and parents/carers can be expected to be treated. Support colleagues within the school community. Take responsibility to record and report prejudice related incidents.</p>
Parents	<p>Take an active part in identifying barriers for East Morton CE Primary 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 East Morton CE Primary School community in tackling inequality and achieving equality of opportunity for all.</p>

Pupils	Supporting East Morton CE Primary School to achieve the commitment made to tackling inequality. Uphold the commitment made by the Headteacher on how pupils and parents/carers, staff and the wider community can be expected to be treated.
Local Community Members	Take an active part in identifying barriers for East Morton CE Primary 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 East Morton CE Primary School to achieve the commitment made to the community in tackling inequality and achieving equality of opportunity for all.

Consultation We endeavour to consult with all related parties and ensure they are involved in the design of new policies, and in the review of existing ones.

Where possible we consult and involve:

- disabled people as well as non-disabled;
- people from a range of ethnic, cultural and religious backgrounds;
- all gender identities;
- lesbian, gay, bisexual and transgender people;
- people of different ages and generations.

Note The Disability Equality in Education (DEE) recommends that all pupils with SEN and those with long term medical needs be treated as disabled for the purposes of the Act and for equality.

Linked Policies

Anti-bullying Policy

Behaviour Policy

Child Protection and Safeguarding Policy

Relationships Education Policy

Supporting pupils with medical conditions Policy

Children with disabilities Policy

BDAT Equality and Diversity Policy

BDAT Equal Opportunities Policy

BDAT Disability Equality Scheme

Approved:

Headteacher: 

Governors: 

Date: 7th January 2020

Review

The governors at East Morton CE Primary School will review this policy and objectives every 4 years. The governors may, however, review the policy earlier than this, if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved.