

Stanstead Primary School

Equality Policy



We are committed to safeguarding and promoting the welfare of our children and expect all staff to share this commitment. Our Safeguarding and PREVENT policies are integral to all other policies and practice and form part of our school life. Our aim is to ensure our children are safe at all times.

(2018-2020)

1. Policy statement

1.1 At Stanstead Nursery and Primary School, we pledge:

- to respect the equal human rights of all our pupils;
- to educate them about equality;
- to respect the equal rights of our staff and other members of the school

community.

1.2 We will assess our current school practices and implement all necessary resulting actions in relation to:

- ethnicity,
- religion or belief,
- socio-economic background,
- gender and gender identity,
- disability,
- sexual orientation, and
- age.

1.3 We will promote community cohesion at school, local, national and global levels, comparing our school community to its local and national context and

- implementing all necessary actions in relation to:
- ethnicity,
- religion or belief, and
- socio-economic background.

2. Purpose of the Policy

2.1 On the 1st October 2010, the Equality Act 2010 replaced all existing equality legislation, such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act.

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

2.3 The Act introduced requires all schools to comply with the Public Sector Equality Duty and two specific duties. Public Sector Equality Duty requires us as a school to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between different groups;
- foster good relations between different groups.

The two 'specific duties' require us to:

- publish information to show compliance with the Equality Duty;
- publish public equality objectives at least every four years which are specific and measurable.

2.4 Our Equality Policy aims to demonstrate our compliance with the Public Sector Equality Duty.

3. Equality Statement

3.1 Our Equality Statement (see Appendix A) is based on the following principles:

- All learners are of equal importance – whatever their ability, ethnicity, culture,
- national origin or national status, gender identity, religion or faith background or
- sexual orientation;
- We respect and value difference – we strive to remove barriers and
- disadvantages which children and adults within our school setting may face;
- We foster positive relationships and attitudes – we actively promote mutual
- respect and positive attitudes between groups different from each other;
- We encourage a shared sense of cohesion and belonging – we want all
- members of our school community to feel a sense of belonging at Hereward and
- to participate fully in school life;
- We have the highest expectations for all our children – we expect all pupils to
- make good progress and achieve to their highest potential;
- We particularly strive to raise achievement for our most vulnerable pupils – we

aim to ensure that the quality of education for our most vulnerable groups of children is effective and supportive.

4. Responsibilities

4.1 One named governor (Chair) takes the lead, but the governors as a whole are responsible for publishing and implementing the school's equality objectives and making sure that the school:

- complies with the relevant equality legislation;
- follows the procedures in the Equality Policy;
- monitors progress towards the equality objectives.

4.2 The Headteacher is responsible for:

- making sure steps are taken to address the school's stated equality objectives;
 - making sure that the governors, staff, pupils, and their parents and carers know about them;
 - producing information for staff and governors about the plans and how they are
 - working;
 - making sure all staff know their responsibilities and receive training and support
 - in carrying these out;
 - taking appropriate action in cases of harassment and discrimination, including
 - prejudice-related incidents.
 - enabling reasonable adjustments to be made, in relation to disability, in regard to
- students, staff, parents / carers and visitors to the school.

4.3 All staff are responsible for:

- promoting an inclusive and collaborative ethos in classrooms and across the
- school;
- avoiding and indeed challenging unlawful discrimination against anyone;
- fostering good relations between groups; and
- dealing with prejudice-related incidents;
- being able to recognise and tackle bias and stereotyping;
- taking up training and learning opportunities.

4.4 All visitors to the school, including parents and carers, are expected to support our commitment to equalities and comply with the duties set out in this policy.

5. Behaviour, Exclusions and Attendance

5.1 The school's 'Behaviour Policy' and 'Anti-Bullying Policy' reflect our duties under the Equality Act. We monitor data on exclusions, behaviour of pupils and absence from school for evidence of over-representation of different groups.

When required, we take action to address concerns. The school aims to actively challenge all forms of prejudice and bullying which stand in the way of fulfilling our commitment to inclusion and equality.

6. Equality Objectives

6.1 The objectives which we identify represent our school's priorities and are the outcomes of review and analysis of data and other evidence. They also take into account national and school priorities and issues. The information collated is then analysed in order to choose objectives that will:

- promote equality of opportunity for members of identified groups
- eliminate unlawful discrimination, harassment and victimisation, and
- foster good relations between different groups in terms of ethnicity, religion or belief, socio-economic background, gender and gender identity, disability, sexual orientation and age.

6.2 The Equality Objectives for Hereward Primary School for the period 2017 - 2020 are as follows:

- To ensure that all pupils make progress, including vulnerable groups
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- To ensure that there are sufficient opportunities within the school's curriculum to address equalities issues
- To monitor bullying and harassment of pupils and staff by race, disability and gender and that this information is used to make a difference to the well-being of all pupils
- To ensure that all pupils are given similar opportunities with regards to extended school provision
- To encourage all pupils to make a positive contribution to the life of the school community

7. Disability Access Plan

7.1 The school has published separate objectives related to supporting pupils with a disability, as defined in the Equalities Act 2010. These objectives have been placed in a 'Disability Access Plan' which is available on our school website in the 'Equalities' section – www.herewardprimary.co.uk

8. Monitoring and Review

8.1 We review the information about equalities in the policy annually and make adjustments as appropriate. The policy is on the school website in the 'Policies' section and a paper copy will be made available on request.

8.2 Further policies related to this one are placed on the school website, namely the 'Behaviour Policy' and 'Special Educational Needs & Disabilities Policy'.

8.2 The policy will be kept under regular review for three years and then replaced in September 2020.