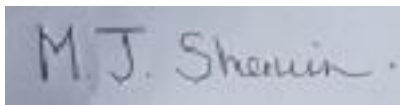


# Single Equality Policy

Signed 

Principal

Date: 27<sup>th</sup> January 2022

Signed 

Chair of Committee

Date: 27<sup>th</sup> January 2022

Reviewed: October 2021

Next Review:

October 2022

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## Introduction

Daresbury Primary School is an inclusive school where we focus on the well-being and progress of every child and where all members of our school community are of equal worth. We believe that the Equality Act 2010 provides a framework to support our commitment to valuing diversity, tackling discrimination and promoting equality and fairness. We recognise that these duties reflect international human rights standards such as the UN Convention on the rights of the Child.

## Values

Kind - Safe - Ready

Our values are promoted through all our work in school: curriculum; assemblies; social times. Children are encouraged to promote the values in all their work and interactions with others.

Our school motto is 'The little school that makes a big difference'

Within our school community we have the expectation that everyone (staff, pupils and parents) promote aspiration and ambition; encourage others to learn and be the best they can be; celebrate all achievement and recognise its importance to the individual.

## Our vision and Aims for Equality and Diversity

At Daresbury we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers and other stakeholders irrespective of race, disability, gender, sexuality, religion or belief or socio-economic background. We aim to develop a culture of inclusion and diversity in which all stakeholders connected to our school feel proud of their identity and are able to participate fully in school life.

The achievement of pupils will be monitored by race, gender and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the

positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions diversity and respect for all.

At Daresbury we respect difference, value diversity and embrace equality and fairness for all.

## **Legal Requirements**

### **What actions and behaviours are unlawful?**

The Equality Act 2010 (the Act) defines a number of types of unlawful behaviour, including:

- Direct discrimination.
- Indirect discrimination.
- Failing to make reasonable adjustments for disabled pupils or staff.
- Discrimination arising from disability.
- Harassment related to a protected characteristic.
- Victimisation of someone because they have made, or helped with, a complaint about discrimination.

### **Protected characteristics**

The Act uses the term “protected characteristics” to refer to aspects of a person’s identity. Treating a person less favourably because they have one or more of these characteristics would be unlawful.

The protected characteristics are:

- Age.
- Disability.
- Gender reassignment.
- Marriage and civil partnership.
- Pregnancy and maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Daresbury recognises that the Equality Act 2010 introduced the Public Sector Equality Duty (PSED) which applies to all public bodies including all schools. This PSED has two parts; the General and the Specific. Within the General Duty we recognise that we are required to have ‘due regard’ to the need to:

-Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act.

-Advance equality of opportunity between people who share a protected characteristic and those that do not.

-Foster good relations between people who share a protected characteristic and those who do not.

-Having 'due regard' means we must consciously think about the three main elements of the general duty as part of decision making, developing and reviewing our policies and on how we deliver our services.

With regards to the Specific Duty at Daresbury we recognise that we are required to:

- Publish information annually to demonstrate compliance with the PSED
- Publish equality objectives every 4 years.
- We are mindful that all information will be made accessible to the public.

### **Guiding Principles regarding Equality/Good Practice**

In working towards fulfilling our legal obligations under the Equality Act 2010 and integrating equality within our school ethos, we strive to adopt a whole school approach. We have consulted, involved and listened to a range of opinions from people from broad and diverse backgrounds which reflect the protected characteristics as outlined under the Equality Act.

From this activity; which continues to be ongoing, we have developed the following seven key principles to our approach to equality.

- 1.** All learners are of equal value. Whether or not they are disabled, whatever their ethnicity, race or culture, whatever their gender or gender identity, whatever their sexual orientation or whatever their religious or faith background.
- 2.** We recognise, respect and value difference and understand and promote that diversity is a positive. We take into account difference and strive to remove barriers and disadvantages which people may face, in relation to race, disability, gender, religion and belief and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit at our school.
- 3.** We foster positive attitudes and relationships. We actively promote positive attitudes and mutual respect between groups and communities different from each other.
- 4.** We foster a shared sense of cohesion and belonging. We want all members of our school community to feel a sense of belonging within the school and the wider community and to feel that they are respected and able to participate and contribute fully in school life.
- 5.** We observe good equality practice for our staff. We ensure that policies and procedures benefit all employees and potential employees in all aspects of our work, including recruitment and promotion and in continuing professional development.
- 6.** We have the highest expectations of all our children. We expect that all pupils can make good progress and achieve to their highest potential.
- 7.** We work to raise standards for all pupils, but especially for the most vulnerable. We believe that improving the quality of education for the most vulnerable groups of children raises standards across the whole school.

### **Arrangements, Roles and Responsibilities within our School.**

The guiding principles and equality objectives for Daresbury will be reviewed annually and refreshed on a four year cycle and form part of the planning process for our annual School Development Plan. Curriculum information will also be evaluated by looking specifically at equality groups in addition to the standard analysis conducted by the school and adjustments made as appropriate to ensure that those pupils within protected characteristic groups are supported positively.

All other data relating to whole school monitoring will encompass scrutiny of equality information so that those groups are supported positively.

When reviewed each curriculum subject or area will ensure that teaching and learning will reflect our guiding principles as set out in this document.

**School Governors are responsible for:**

Making sure the school complies with all current equality legislation  
Making sure this policy and the PSED are properly implemented  
Making sure related procedures are followed  
Assigning a named governor to take an equality lead

**The Principal is responsible for:**

Making sure the policy is readily available and that all school stakeholders are aware of it  
Making sure its procedures are followed  
Producing regular information for staff and governors about the policy and how it is working  
Provide training for them on the policy  
Making sure all staff know their roles and responsibilities  
Taking appropriate action in cases of harassment and discrimination

**All School Staff are responsible for:**

Promoting an inclusive and collaborative ethos in the classroom  
Modelling good practice, dealing with discriminatory incidents and being able to recognise and tackle bias and stereotyping  
Promoting equality and avoiding discrimination against anyone  
Taking up equality training and learning opportunities

**Pupils are responsible for:**

Supporting the schools equality ethos  
Sharing concerns or issues with a member of staff  
Keeping equality and diversity issues on the school council agenda- helping to review and develop good practice.

**Parents/Carers are responsible for:**

Supporting the schools equality ethos  
Challenging inappropriate language /behaviour  
Sharing concerns or issues with senior staff

**Visitors and contractors are responsible for:**

Following our expectations regarding equality and diversity

**Responsibility for overseeing all equality practices in the school:**

Will lie with the Principal and named governor. Responsibilities include:

Co-ordinating and monitoring work on equality issues  
Dealing with and monitoring reports of harassment (including from protected characteristic groups)  
Monitoring the progress and attainment of potentially vulnerable groups  
Monitoring exclusions

**Monitoring, Reviewing and Assessing Impact:**

Daresbury Primary School equality policy is linked to the school development plan and includes targets/objectives determined by all school stakeholders for promoting equality. The policy will be regularly monitored and reviewed by staff and governors to ensure it is effective in eliminating discrimination, promoting access and participation, equality and good relations between different

groups, and that it does not disadvantage particular sections of the community. Any patterns of inequality found as a result of impact assessment will be used to inform future planning and decision making.

The Principal will provide monitoring reports for the governing body via the headteacher's report, preferably termly but at least once a year.

This policy links to other policies and in general the principles of equality will apply to all other school policies.

### **Concerns and Complaints**

In the first instance any concerns or complaints about the implementation of the Equality policy should be addressed by following the guidance set out in the school's complaints policy. Monitoring complaints is also another way of gathering information to see whether we are meeting our equality duties. We will report on complaints annually and on action taken.

### **Equality Information**

We maintain confidentiality and work to data protection principles. We publish information in a way so that no pupil or staff member can be identified.

### **Number of Staff at Daresbury Primary School: 18**

### **Pupils at Daresbury Primary School 181 (October 2021)**

Age	4 - 11
Disability	
SEN Support	23
EHCP	4
Race/ethnicity	14 indicated. Denominations on request
EAL	0
Religion/faith/belief	
Gender	97M 84F
Sexual orientation	0
Gender identity	0
FSM	19

Achievement statistics can be found on our website.

### **We will update our equality information on an annual basis.**

### **Disability Access Plan**

Daresbury Primary School has a disability access plan.

The key objective of this plan is to reduce and eliminate barriers to access to the curriculum and to full participation in the school community for pupils, prospective pupils and other stakeholders with a disability.

This plan is reviewed annually by the governing body after consultation with staff, parents and pupils.

In line with our responsibility under the Specific Duty of the Equality Act, Daresbury Primary School has after consultation with all stakeholders, established our equality objectives and will highlight how we intend to report and review the objectives.

### **Equality Objectives 2020-2024**

**To promote the awareness between children, staff and parents of the protected characteristics as set out in the Equality Act:**

Through an engaging PSHE/SMSC curriculum alongside our assemblies.

**To foster good relations between people who share a protected characteristic and those who do not.**

All staff to promote healthy friendships and record incidents of prejudice related bullying.

**To robustly challenge inappropriate language and behaviour amongst any group within the school and community, taking any opportunity to educate.**

Build/continue to develop an environment where everybody feels safe and safe to challenge others where their behaviour falls short of what is expected within Daresbury Primary School and the wider community.

**Reporting and reviewing the objectives.**

The review of the progress on our objectives will take place annually and will help inform how the school sets new priorities and new action plans for the next objectives every four years.

**Publication**

The school's equality objectives will be published on our website and will be made available both electronically and in a hard copy format.

Our equality objectives will be:

Published on our website

Discussed at staff meetings

Discussed at governors meetings

Discussed in school council meetings

Made readily available to all stakeholders from the school office

We adopt a whole school approach to equality and diversity and consider it important for pupils to learn about equality and human rights. We adhere to the Equality and Human Rights Commission (EHRC) statement:

*'To reap the full benefits of equality and human rights education, it is essential to teach topics in an environment which respects the rights and differences of both students and teachers. Without an equality and human rights culture within the classroom and school as a whole, learning about these topics can at best appear irrelevant, and at worst, hypocritical. The respect and tolerance it teaches will help staff and pupils create a healthier, happier, fairer school culture and could lead to reductions in bullying and other negative behaviour and improvements in attainment and aspirations'*