

School Equality Policy (1)

I recommend this policy – Simon Fogell

7 PAGES

Street Lane Primary School

Equality Policy

Why we have developed this Equality Policy

This Equality Policy for Street Lane Primary School includes all the protected characteristics covered under the Equality Act 2010 as well as other aspects which have the potential to discriminate against or to devalue any individuals within our community. We are further committed to the development of cohesive communities both within our school's physical boundaries and within our local, national and global environments. Our school embraces the aim of working together with others to improve children's educational and wellbeing outcomes, and notes the rights set out in the UN Convention on the Rights of the Child.

The purpose of this Policy is to set out how our practice and policies have due regard to the need to:

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

It explains how we aim to listen to pupils, staff, parents and the community in achieving better outcomes for our children and young people.

Our school within the wider context

The national demographic presents an ever-changing picture in terms of age, ethnicity, disability and social deprivation. Data shows:

- ()% of the school population ascribe themselves as *White British*.
- ()% of the school are non-white.
- The home language is English in ()% of homes.
- ()% of the school are eligible for free school meals.
- There are currently () children looked after by the local authority.
- ()% of students are supported by *School Action Plus* or *Statements*.
- ()% of students are female and ()% are male.

Overall aims of our Equality Policy

- To eliminate discrimination, harassment and victimisation.
- To promote equality of access and opportunity within our school and within our wider community.
- To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

victim, the perpetrator, bystanders and the wider school community through our actions and responses.

We will record all hate incidents and prejudice based bullying. We will use this information to identify trends and patterns, so that we have approaches in place to provide appropriate responses in terms of support for victims and their families, sanctions and support for perpetrators and their families and education for our children, young people and communities.

We expect students and staff alike to take an active stand against all forms of discrimination and always to report it...

- To any teacher
- To the head teacher
- To a member of the school staff
- To the Chair of Governors when it relates to members of the senior management team.

All incidents of a racial nature are logged and dealt with as they occur and reported to the LA. Regular monitoring of bullying takes place and our school bullying policy was last reviewed in *(date)*

Implementation, monitoring and reviewing

This policy was published on 03 July 2013. It will be actively promoted and disseminated throughout the school community.

Implementation, monitoring and review are the responsibility of our Senior Leadership Team and our governors who have agreed and published this policy which sets out our priorities and supports these with specific and measurable objectives.

We will review annually on the policy and analyse whether our policy and related objectives have furthered the aims of the general equality duty and in particular educational outcomes for all within our school community with reference to the protected group.

Date approved by the Governing Body

Date to be reviewed by the Governing Body

Signed Chair of Governors

School Equality Policy (2)

This 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 fare less well in the education system. We provide both our learners and staff with an awareness of the impact of prejudice in order to reduce the likelihood of any incidents. If incidents occur we address them immediately and report them to the Local Authority using the online reporting system.

Responsibility

We believe that promoting equality is the whole school's responsibility:

The roles and responsibilities within our school community

Our Headteacher will:

- ensure that staff, parents/carers and pupils/students are informed about the Equality Policy
- oversee the effective implementation of the policy
- ensure staff have access to training which helps to implement the policy
- develop partnerships with external agencies regarding the policy so that the school's actions are in line with the best advice available
- monitor the policy and report to the Governing Body on the effectiveness of the policy
- ensure that the senior leadership team (SLT) is kept up to date with any development affecting the policy or actions arising from it.

Our governing body will:

- designate a governor with specific responsibility for the Equality Policy
- ensure that any action plans are monitored through a relevant sub-committee
- support the headteacher in implementing any actions necessary
- engage with parents and partner agencies about the policy
- evaluate and review the policy.

Our Senior Leadership Team will:

- have responsibility for supporting other staff in implementing this policy
- provide a lead in the dissemination of information relating to the policy
- with the Headteacher, provide advice/support in dealing with any incidents/issues
- assist in implementing reviews of this policy.

Our pupils/students will:

- understand how it relates to them, appropriate to age and ability
- be expected to act in accordance with the policy.

Our parents/carers will:

- have access to the policy through a range of different media

- appropriate to their requirements
- be encouraged to actively support the policy
- be encouraged to attend any relevant meetings and activities related to the policy
- be informed of any incident related to this policy which could directly affect their child.

Our school staff will:

- be involved in the on-going development of the policy
- be fully aware of the Equality Policy and how it relates to them
- understand that this is a whole school issue and support the Equality Policy
- make known any queries or training requirements.

We will ensure that the whole school community is aware of the Single Equality Policy by publishing them on the school website.

Breaches

Breaches to this statement 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.

Monitor and Review

We will review our objectives in relation to any changes in our school profile at least every four years. Our objectives will sit in our overall School Development Plan and therefore will be reviewed as part of this process.

Date approved by the Governing Body

Date to be reviewed by the Governing Body

SignedChair of Governors