

Ladywood Primary School



Equality Policy

Updated November 2017

Introduction

At Ladywood Primary School we will promote equality and diversity in all areas of life. We will not tolerate discrimination on unlawful or unfair grounds. All people; pupils, staff, parents etc. will be treated equally and given equal access to the curriculum and opportunity in other aspects of school life. We will endeavour to foster good relations and to build and maintain an environment where diversity is valued and respected by everyone.

Equality Duty

All maintained schools are covered by the public sector equality duty (PSED) in the Equality Act 2010. The act has three main elements which require schools to have due regard to the need to:

- 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,
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

Under the Act schools must publish information about how they will comply with the public sector equality duty together with school specific equality objectives. The public sector equality duty also places a requirement on schools to review the information published within this policy annually and to update the objectives set at least once every 4 years.

Protected Characteristics

It is unlawful for a school to discriminate against a person by treating them less favourably because of their:

- Gender
- Race
- Age (only applicable in school's role as an employer)
- Disability
- Religion or belief
- Pregnancy/maternity
- Gender reassignment
- Sexual orientation

Gender Equality

Under the Equality Act schools have a general equality duty to ensure that no-one is treated less favourably due to their gender.

At Ladywood Primary School we are committed to ensuring equality of education and opportunity for all pupils and staff, irrespective of their gender and we will promote gender equality by carrying out the general duties of:

- Eliminating discrimination and other conduct that is prohibited by the Equality Act and other relevant legislation such as the Sex Discrimination and Equal Pay Acts
- Actively promoting equality of opportunity between boys/girls and men/women.

In addition to this, the school will not discriminate on the grounds of sexual orientation or gender reassignment.

Gender Equality Scheme

The school will publish a Gender Equality Scheme outlining our commitment to eliminate any unlawful discrimination on the grounds of gender, sexual orientation or gender reassignment, any actions identified will inform the school's equality objectives.

Race Equality

Under the Equality Act schools have a general equality duty to ensure that no-one is treated less favourably due to their Race. The definition of race includes colour, nationality and ethnic or national origins.

At Ladywood Primary School we pride ourselves on our inclusive ethos and adopt a zero tolerance approach to all forms of racism which seek to disadvantage, harass or victimise any person on the grounds of their race. We will adopt a process of continual re-appraisal and development of our curriculum and practises in order to ensure that the school environment and ethos meets the needs of all pupils, staff and parents. Any actions identified will inform the school's equality objectives.

Disability Equality

The disability provisions in the Equality Act are different from those for other protected characteristics and schools sometimes may need to treat a disabled person more favourably than a person who is not disabled and may need to make changes to their practises in order to ensure, as far as is reasonably possible, that a disabled person can benefit from the school offering to the same extent that a person without a disability can.

Definition of Disability

The Act defines disability as when a person has a 'physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day to day activities.' Some specified medical conditions, HIV, multiple sclerosis and cancer are all considered as disabilities, regardless of their effect.

Ladywood Primary School is committed to ensuring that disabled pupils/staff are not treated less favourably and the school will make any reasonable adjustments to meet the needs of disabled pupils and staff.

Disability Equality Scheme

Ladywood Primary School recognises the importance of involving disabled people in the development of our Disability Equality Scheme and will seek to involve disabled people in the following ways:

- Actively engaging with pupils and parents/carers
- Through PSHE lessons
- Through meetings with staff

The development of a Disability Equality Scheme and progress against actions identified which inform the school's equality objectives. The achievement of disabled pupils will also be monitored and tracked as part of the schools assessment processes and we will use this data to raise standards and ensure inclusive teaching across the curriculum.

Pregnancy and Maternity

It should be noted that the Equality Act provides protection for pupils from discrimination because of pregnancy and maternity. This means it is unlawful for schools to treat a pupil less favourably because she becomes pregnant or has recently had a baby, or because she is breastfeeding.

The rights of staff are outlined within the relevant national and local conditions of service for maternity and adoption leave.

Religion or Belief

Under the Equality Act schools have a general equality duty to ensure that no-one is treated less favourably due to their religion or belief. Lack of religion or belief is also included in the definition of "religion or belief". This means it will be unlawful to discriminate against someone on the grounds that they do not adhere, or sufficiently adhere, to a particular religion or belief.

At Ladywood Primary School we pride ourselves on our inclusive ethos and adopt a zero tolerance approach to all forms of discrimination on the grounds of religion or belief. We will adopt a process of continual re-appraisal and development of our curriculum and practises in order to ensure that the school environment and ethos meets the needs of all pupils, staff and parents. Any actions identified will inform the school's equality objectives.

School Equality Objectives

Objective	Strategy	Expected Outcome	Actual Outcome
<p>To ensure that all learners have equal access to a rich and balanced curriculum</p>	<p>Teachers and HLTAs will ensure that their planning, teaching and learning takes account of this policy and ensures that equality underpins all areas of work.</p> <p>Opportunities to enhance the curriculum e.g. with outside speakers and educational visits will be sought in order to develop and widen children's understanding of the world around them.</p> <p>To ensure that appropriate funding is made available within the school budget to support delivery of this policy.</p>	<p>Curriculum planning takes account of all aspects of diversity</p> <p>The school works closely with outside agencies and organisations to provide a wide range of learning opportunities for children.</p> <p>The school seeks funding to support provision of identified needs.</p>	
<p>To ensure that teaching and learning promotes equality, celebrates diversity and promotes British values and community cohesion.</p>	<p>The diversity within our school and the wider community will be viewed positively by all and this diversity will be recognised as a rich resource for teaching, learning and the curriculum.</p> <p>The positive achievements of all pupils will be celebrated and recognised.</p>	<p>Pupils respect the beliefs, life styles and cultures of others.</p> <p>Pupils identify strong links with both their local community and national identity.</p>	<p>Feedback from parent questionnaires (Oct 2017) 99% agreed that school promotes British values.</p> <p>Feedback from parent questionnaires (Oct 2017) 99% agreed that their child's social and moral learning was well supported.</p>

<p>To ensure that staff at all levels, within their area of responsibility, ensure that planning, organisation and delivery of educational material meets the objectives of this policy.</p>	<p>CPD opportunities will be provided for staff and governors to raise awareness and support compliance with this policy.</p>	<p>Curriculum planning meets the requirements of this policy.</p>	
<p>To ensure that pupils and parents/carers are well informed and involved in the provision made by the school.</p>	<p>Parents will be involved and consulted about the provision offered by the school (parent questionnaire).</p>	<p>Parents will be kept informed termly of curriculum provision through year group curriculum leaflets and information provided on the school website and weekly newsletters.</p>	

Monitoring and Evaluation

Monitoring and evaluation of progress against the objectives outlined will be carried out by the Senior Leadership Team. The Governing Body will ensure that practice within the school reflects the objectives set.

Signed by Chair of Governors: _____

Signed by the Headteacher: _____

Date: _____

Policy updated November 2017