

# **Streatley CE Primary School**

## **Our Equality Objectives**



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## Legal Requirements

Everyone has the right to be treated with dignity and respect.

The Equality Act 2010 prohibits direct and indirect discrimination, harassment and victimisation of people on the grounds of protected characteristics – disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation and age.

The Equality 2010 Act also requires public bodies such as schools to have due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations between people of different equality groups

This is called the public sector Equality Duty and its purpose is to promote equality for all.

The Government has issued guidance which sets out that having due regard means consciously thinking about the three aims of the public sector Equality Duty as part of the process of decision-making. This means that considering equality issues must influence the decisions reached by schools– such as in how we act as employers; how we develop, evaluate and review our policies; how we design, deliver and evaluate what we offer and how we commission and procure services from others.

Schools also have a responsibility to:

- Publish equality objectives by 6 April 2012 and every four years thereafter;
- Publish information annually from 6 April 2012 to demonstrate their compliance with the general Equality Duty
- Publish information relating to their employees and others affected by their policies and practices
- Public bodies with fewer than 150 employees are not required to publish information on the effect of their policies and practices on their workforce.

A school's published information should include:

- Information on the effect that their policies and practices have had on employees, service users and others from the protected groups;
- Evidence of the analysis undertaken to establish whether their policies and practices will (or have) furthered the three equality aims in the general equality duty;
- Details of the information used in that analysis, and
- Details of engagement with people with an interest in the aims of the duty.

This information must be published in a way that is accessible to the public

## **Introduction**

Deciding on and meeting our Equality Objectives will require ownership by Governors, senior leaders, all staff, the school community and learners. This document is to help us focus on the outcomes that matter to the people who use our school and its services and our local community; and to ensure that our services are accessible and delivered effectively.

We need to be able to demonstrate what we have done and what we plan to do to improve opportunities and outcomes for pupils, staff, parents and other users of the school. Our success in meeting our objectives will be monitored and delivered through the governors' role, school improvement processes and our self- evaluation processes.

## **SCHOOL MISSION STATEMENT**

**We aim to provide a positive, inspiring and rewarding learning experience that enables all children to develop and reach their potential, and prepares them for their next stage of learning and life.**

Our children are central to everything we do and we aim to understand their individual needs, abilities and passions. We will nurture each child's academic and wider development, through a personalised learning experience with a balance of guidance, encouragement, challenge and inspiration. In accordance with the Anglican foundation of the school, Christian faith will permeate all aspects of school life, providing a solid foundation for our children's development through strong and lasting values. The whole school team strives to maintain a happy, inclusive and safe environment for all. Our school will make a valued contribution to and be an integral part of the wider community.

## **Our Vision and Aims for Equality, Diversity and Inclusion**

At Streatley CE Primary School, we are committed to equality of education and opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, faith, and socio economic background. We aim to foster a culture of inclusion and diversity in which all those in our community feel proud of their identity and feel able to participate in all aspects of school life.

The progress of our pupils will be monitored with regard to the above mentioned equality groups and the data will be used to support pupils, raise standards and ensure inclusive teaching in our classrooms.

We will tackle discrimination by challenging bullying and by creating a culture of tolerance and respect. We believe that diversity is strength and expect all those who work, learn and visit to respect and celebrate it too.

We will ensure that every pupil irrespective of race, disability, gender, religion and belief or sexual orientation is able to achieve high standards and that strategies are in place to tackle under-achievement. We will ensure that every pupil has access to the necessary teaching and support required to enable them to achieve their potential. We will ensure that the school's procedures for disciplining pupils and managing behaviour are fair, effective and equitable. Our intention is to ensure that the adults working or volunteering in the school are from diverse groups. We believe that this provides good role models for our pupils. We will involve pupils, staff, parents, carers, governors and communities in the development of our objectives.

Their involvement will inform the preparation, development, publication, review and reporting of our objectives.

## **Our school context:**

Streatley School is a village primary school of around 100 pupils aged 4 to 11. It is scenically placed nestling beneath the Berkshire Downs in a Thameside village of 1500 people. We are proud of our reputation as a family orientated school with mixed age classes and pupil friendships which span the age range. Most of our families come from the village, though a number of them come from other villages nearby and even further afield.

Generally, pupils achieve well and are well supported by their families.

The governing body is made up of teaching staff, community governors, parent governors and our local vicar who is a regular visitor to our school. We are well supported by our local church and have formed closer links with neighbouring Church schools in recent times.

## **Roles and responsibilities, commitment and accountability**

We will focus on equality issues by:

- Paying due regard to equality issues within all our key policies, planning, decision making processes and performance management;
- Ensuring that our planning contributes towards our equality objectives;
- Ensuring that arrangements are in place to monitor and report on our progress against our objectives;
- Ensuring that we engage effectively with our learners, staff, parents and local communities in planning, delivering and monitoring the objectives

## Race

We recognise that people from ethnic minorities experience discrimination on the basis of colour, race, nationality and ethnic origin. This discrimination manifests itself in many areas of life. Racial harassment and violence is one of the most serious consequences of racism and damages victims physically and emotionally, limiting their opportunities and life chances.

We will take all necessary measure to tackle racial harassment and ensure that our learners feel safe as they enjoy and achieve at school.

We are committed to working for the equality of all ethnic groups. The Governing Body understands its accountability.

Under the duties of the Equality Act we will:

### **Tackle unlawful discrimination by:**

- Keeping accurate records of all ethnic groups, their backgrounds and needs and how we respond to them;
- Dealing with complaints of discrimination and harassment speedily according to local authority guidance and notify complainants of the outcomes and action taken; and
- Encouraging dialogue between different racial group

### **Advance equality by:**

- Expanding access and achievement across all communities and in all areas of school activity;
- Promoting the active participation of minority communities in shaping the future of our school;
- Consulting with ethnic minority learners, their families and staff on issues affecting them rather than with people acting on their behalf.
- Ensuring the school staff, learners and their families as well as the wider community fully understand the principles of race equality and good race relations.

### **Foster good relations and cohesion by:**

- Promoting activities that celebrate our common experience as well as those that recognise diversity
- Encouraging learners and their families of all ethnic groups to participate fully in all aspects of school life;
- Fostering understanding and respect for the cultures and faiths of all our learners and their families;
- Countering myths and misinformation that may undermine good community relations.

At Streatley School,

We gather information about race when the child starts at the school

Our target is for pupils to progress at or above national expectations

Parents and carers of minority ethnic backgrounds will be given the opportunity to contribute to policy making in relation to race.

## Disability

We recognise that people with disabilities experience discrimination in all areas of life. We welcome the Equality Act and set out our commitment to meeting the duties in relation to disability. Our aim is to advance disability equality across all areas of the school, to disabled parents, carers, pupils, staff and all other users of the school.

We are committed to working for the equality of people with and without disabilities. The Governing Body understands its accountability. Under the duties of the Equality Act we will:

### **Tackle unlawful discrimination against people with disabilities by:**

- Challenging patronising or discriminating attitudes;
- Making the environment as safe as possible and challenging antisocial or bullying behaviour against, or harassment of, disabled learners, staff and families.
- Monitoring and eliminating discrimination and disability related harassment
- Improving the environment of the school to increase the extent to which disabled learners can take advantage of education and associated services

### **Advance equality for people with disabilities by:**

- Removing barriers to accessibility, particularly in relation to education, employment and access to services, information and buildings;
- Increasing the extent to which disabled learners can participate in the school curriculum
- Providing where possible, support, assistance and care to disabled learners to enable them to lead independent lives;
- Supporting disabled learners, staff and carers according to their individual need
- Taking steps to meet people's needs related to their disability even if this requires more favourable treatment
- Involving disabled learners, their families and disabled staff in the changes and improvements we make and consulting them on issues affecting them, rather than with people acting on their behalf.
- Monitoring staff and learners by disability.
- Having a Disability Equality Objective

### **Foster good relations and cohesion by:**

- Promoting equality of opportunity between people with disabilities and other people.
- Promoting positive attitudes towards people with disabilities
- Increasing the inclusion of positive images of people with disabilities across the curriculum
- Encouraging participation of people with disabilities in school life.

### Disability Equality at Streatley

We gather information about disability when pupils join the school.

Our Accessibility Plan focuses on how to improve physical access to the school site and buildings.

Our target is for pupils to progress at or above national expectations

We aim to identify those who may have an undiagnosed disability and facilitate professional assessments.

We make reasonable adjustments to remove barriers to learning.

## Gender

We are committed to combating sex discrimination and sexism and promoting the equality of men and women. We recognise that society has stereotypes for men and women and that both men and women can lose opportunities because of these stereotypes. We are aware that staff with caring and domestic responsibilities may need to work part time or flexible working hours.

We will work in partnership with other agencies to eliminate sexual harassment, domestic violence and other hate crimes.

We are committed to working for the equality of women and men. The Governing Body understands its accountability under the Equality Act and we will give due regard to the need to:

**Tackle unlawful discrimination by:**

- Eliminating unlawful discrimination and harassment on the grounds of sex, including domestic violence, sexual violence, bullying and exploitation
- Challenging patronising or discriminating attitudes;
- Making the environment as safe as possible and challenging antisocial or bullying behaviour
- against, or harassment of girls, boys, women and men

**Advance equality for girls, boys, women and men, in all our functions by:**

- Monitoring learner outcomes and achievement by gender
- Monitoring staffing and pay by gender
- Having a Gender Equality Objective

**Foster good relations and cohesion by:**

- Promoting equality of opportunity between men and women
- Increasing the inclusion of positive, non stereotypical images of women and men, girls and boys across the curriculum
- Encouraging the equal participation of boys and girls, women and men in all aspects of school life.

### Gender Equality at Streatley School

We aim to challenge gender stereotyping in all aspects of school activity.

We have similar aims and expectations for boys and girls.

Boys' and girls' progress is tracked and monitored with similar expectations applied.

All parents are encouraged to play an active part in their child's life at school.

## Religion and Belief

We recognise that the Equality Act 2010 requires us to assess the impact of our policies and procedures on promoting equality for people based on their religion, belief and non belief. We will take all necessary measure to ensure that our learners and their families live in freedom from harassment and that their beliefs and faiths are respected by the school community. We aim to ensure that all of our pupils feel safe at all times and are free to enjoy and achieve throughout their time at our school.

We are committed to working for the equality for people based on their religion, belief and non belief. The Governing Body understands its accountability under the Equality Act and we will give due regard to the need to:

### **Tackle unlawful discrimination by:**

- Monitoring and eliminating unlawful discrimination and harassment on the grounds of religion or belief
- Making the environment as safe as possible and challenging antisocial or bullying behaviour on the grounds of religion, belief or non-belief

### **Advance equality in all our functions by:**

- Removing any barriers which prevent children and adults of all religions, beliefs or non belief taking a full part in our school life
- Assessing the impacts of our policies and procedures on promoting equality based on religion belief and non belief

### **Foster good relations and cohesion by:**

- Encouraging the equal participation of people of all religions, beliefs and non belief in all aspects of school life
- Ensuring that the children have good understanding of other world religions and by encouraging a healthy respect for people of other faiths.

### Celebrating Diversity at Streatley

We gather information regarding religion when a pupil joins the school

We offer a curriculum which embraces opportunities to find out about other faiths

We organise visits to the Hindu Temple, the Synagogue and the Gudwarah.

Teachers ensure that pupils are exposed to teaching material which reflects the multi faith world in which we live.

Teachers talk about other faiths in a respectful way, providing good role models to the children.

Our Admissions Policy ensures that all children of all faiths and none, are welcome at Streatley.

## Sexual Orientation and Gender Identity

We are committed to combating discrimination faced by lesbians, gay men and bisexual and transgendered (LGBT) people. We want to ensure equality of opportunity for LGBT people across services and employment.

We recognise that the Equality Act 2010 requires us to assess the impacts of our policies, functions and procedures have on advancing equality for people based on their sexual orientation. We will take all necessary measures to prevent and tackle discrimination and assist our learners to live in freedom from harassment and to feel safe as they enjoy and achieve throughout their time at our school.

We respect the rights of individuals to be open about their sexual orientation. We will tackle homophobia, challenge stereotyping and aim to improve knowledge about LGBT communities, both internally and within the community as a whole. The Governing Body understands its accountability under the Equality Act and we will give due regard to the need to:

### **Tackle unlawful discrimination by:**

- Taking a pro-active approach to preventing all forms of homophobia within the school
- Challenging patronising or discriminating attitudes and homophobic language;
- Making the environment as safe as possible and challenging antisocial or bullying behaviour against, or harassment on the grounds of sexual orientation or gender identity
- Dealing with complaints of discrimination and harassment speedily and according to Local Authority Guidance and notify complainants of the outcome and actions taken.

### **Advance equality for of LGBT people in all our functions by:**

- Assessing the impacts of our policies, functions and procedures on promoting sexual orientation equality.

### **Foster good relations and cohesion by:**

- Promoting equality of opportunity between men and women
- Increasing the inclusion of positive, non stereotypical images of LGBT people and the contributions they have made to different aspects of the curriculum

### Sexual Orientation at Streatley Primary School

We aim to challenge gender stereotyping in all aspects of school activities.

All incidents relating to bullying, including those relating to homophobia and abuse are recorded and dealt with and brought to a satisfactory conclusion by SLT.

Should pupils wish to discuss such issues, staff will deal with them in a sensitive and age appropriate way.

## Age (in relation to staff only)

We are committed to promoting equality of opportunity for younger and older people. We recognise that society has negative attitudes, stereotypes and myths about youth, ageing, younger and older people. These attitudes and beliefs can lead to both younger and older people being socially and economically disadvantaged, excluded and marginalised. We believe that both younger and older people have the right to equality of opportunity and that they make a significant and valuable contribution to the community at large.

Age equality means securing the equal participation in society of people of every age, securing a balance between equal citizenship, equality of opportunity, equality of outcome and respect for difference

### **Tackle unlawful discrimination by:**

- Challenging patronising or discriminating attitudes and language;
- Dealing with complaints of discrimination and harassment speedily and according to Local Authority Guidance and notify complainants of the outcome and actions taken.

### **Advance equality by:**

- Assessing the impacts of our policies, functions and procedures on promoting age equality

### **Foster good relations and cohesion by:**

- Increasing the inclusion of positive, non stereotypical images of people of all ages and the contributions they have made to different aspects of the curriculum

### Age Equality at Streatley Primary School

We aim to challenge all age stereotyping and attitudes of an ageist nature.

We ensure that policy and practice in relation to recruitment takes account of age discrimination.

School activities and opportunities are not offered or denied on the basis of age.

## Employment Practices

In our School we ensure that we observe the principles of equal opportunities in how we employ, develop and treat our staff.

Equal Opportunities in employment at Streatley Primary School

We have an Equal Opportunities Policy in place which is reviewed and updated regularly.

Our staffing and recruitment, selection and promotion procedures are based on good equal opportunities practice in accordance with Local Authority Employment Policy.

We have a Grievance Procedure, a Disciplinary Procedure, a Whistle blowing Policy and a Staff Performance Management system in place.

## Due Regard for Equality

Under the legislation we are required to pay **due regard** to equalities when planning and implementing policies, functions or procedures. We need to understand whether our policies and services are meeting everyone's needs and that anyone who needs to can get access to them.

Monitoring Equality at Streatley Primary School:

Our SDP has been developed with due regard to all aspects of equality, particularly in relation to pupil achievement, disability and gender.

The Admissions Policy has due regard for all aspects of equality as previously included in this document, namely race, gender, disability, religion and socio economic background.

The SEN and AGT policies are reviewed and due regard is given to all issues relating to equality.

Teaching and planning is regularly monitored.

Staff are very easily available to parents. Parents are actively encouraged to share domestic issues which may be affecting the safety and well - being of their child as well as concerns relating to academic progress.

Many after and before school activities are available to pupils and registers are monitored to ensure that all pupils are taking advantage of the opportunities available.

Pupil Premium will be used to ensure that all pupils have the same opportunities to join in extra curricular clubs.

## Consultation

In the preparation of our objectives we:

- Consulted governors, some of whom had experience of disability

Before the next review, we will

- Consult staff and parents via annual questionnaires
- Use equalities monitoring information to inform the development of the objectives.

The extent of our consultation will be appropriate to the size, remit and resources that are available. The focus of the consultation will be on equality and the consultation process must give adequate attention to the needs of equality groups. We will take into account the preferred means of communication for those whom we are consulting.

## Equality Objectives Summary

This section summarises the objectives we have identified in order to eliminate discrimination and harassment and advance equality in relation to gender, race, disability, religion or belief, sexual orientation.

Our choice of objectives:

- develop better consultation strategies
- make better use of questionnaires
- audit information gathered via pupil profiles and make better use of it.
- Introduce discussion and annual sign up by staff and governors to the promotion of equality.
- validate and celebrate the work and achievement of the school in promoting other cultures and beliefs.

## Roles and Responsibilities

The Governing body accepts their responsibility to promote equality and eliminate discrimination and harassment, as outlined in the objectives.

At Streatley Primary School, the governing body will.....

- Ensure that our school meets the requirements of the Equality Act 2010 and pay due regard to equality issues when reaching decisions.
- Monitor the delivery of the Equality Objectives
- Ensure that all members of staff understand the importance of the Objectives and their role in delivering them.

## **Reporting and reviewing the objectives**

In line with the requirements of the Public Sector Equality Duty we will produce a report on our progress every year and review and revise the School's Equality Objectives every four years.

At Streatley we will ensure that every pupil irrespective of race, disability, gender, religion and belief or sexual orientation is able to achieve high standards and that strategies are in place to tackle under-achievement.

## **Publication**

The School's Equality Objectives are published and are available to all on our website.

## **Complaints**

If a member of the public feels that they have suffered harassment or been treated unfairly by the school because of their sex, colour, race, nationality, ethnic group, regional or national origin, age, marital status, disability, political or religious belief, sexual orientation or class, they should report this without fail through the School's complaints procedure.

Complaints by staff will be dealt with under our Grievance or Dignity at Work Policies, as appropriate. We take all external and internal complaints seriously and will not tolerate any form of discriminatory behaviour. Complaints about staff will be investigated using the appropriate Local Authority procedures.

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.

Acknowledgements – This Equality Objective planning proforma has been developed from the Schools'

Single Equality Scheme produced by Cornwall Local Authority. We gratefully acknowledge their work and the work of many other individuals and organisations in this field.