



Elton Church of England Primary School Equality Statement 2021

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Statement of intent.

Elton Church of England Primary School recognises that certain groups in society have historically been disadvantaged because of unlawful discrimination they have faced due to their race, sex, disability, gender reassignment, marriage/civil partnership, religion/belief, sexual orientation or age.

This policy will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within our school community and workforce.

Our Vision

The school has embraced the Church of England's "Vision" Document and aspires to educate for wisdom, knowledge and skills, educate for hope and aspiration, educate for community and living well together and educate to deepen dignity and respect. Our school community's vision is for an education which shapes life well and prepares young people to be able to;

- function in a complex world
- know the value of being human
- develop deep learning of skills and knowledge
- be wise and discern fact and fiction
- grow in empathy
- flourish and have fullness of life
- have a rich understanding of Christianity
- be tolerant and have knowledge of other faiths
- contribute and fully participate in a wealth of opportunities
- grow and embrace academic excellence

Our school vision 'Love one another as I have loved you' celebrates that we are all equal in the eyes of God, and that in order to be the very best we can be, we need to develop a culture of respect and tolerance for all.

Legal framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Special Educational Needs and Disability Regulations 2014
- Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- Public Sector Equality Duty (PSED)
- General Data Protection Regulation (GDPR)

This policy also has due regard for non-statutory guidance, including the following:

- DfE (2014) 'The Equality Act 2010 and schools'

This policy operates in conjunction with the following school policies:

- Admissions Policy
- Complaints Procedures Policy
- SEND Policy

The Equality Act 2010 provides a modern, single legal framework with three broad duties:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

For the purpose of this policy, the Equality Act 2010 will be referred to as 'the Act'

Elton Church of England Primary School fully understands the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- Age;
- Disability;
- Race, colour, nationality, ethnic or national origin;
- Sex (including transgender);
- Gender reassignment;
- Maternity and pregnancy;
- Religion and belief;
- Sexual orientation; and
- Marriage and civil partnership (for employees).

The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions.
- In the way it provides education for pupils.
- In the way it provides pupils access to any benefit, facility or service.
- By excluding a pupil or subjecting them to any other detriment.

In order to meet our general duties, listed above, the law requires us to undertake some specific duties to demonstrate how we meet the general duties.

The responsible body for Elton Church of England Primary School is the governing board.

Elton Church of England Primary School will promote equality of opportunity for all staff and job applicants and will work in line with HR legislation and guidance (EPM)

Our annual objectives will detail how we will ensure equality is applied to the areas listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

Principles and Aims

Elton Church of England Primary School's Equality Policy draws together all previous equality legislation and details how we are fulfilling the requirements of the Act.

Elton Church of England Primary School's vision of 'Love one another as I have loved you' expresses our belief in equality.

- We see all members of our community (including visitors), as of equal value, regardless of any protected characteristic.
- Our policies, procedures and activities will not discriminate but must nevertheless take account of differences in life-experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.
- Elton Church of England Primary School will promote race equality and have due regard to eliminating unlawful racial discrimination, promoting equality of opportunity and good relations between people of different groups.
- Elton Church of England Primary School will promote disability equality, ensuring equality of opportunity, eliminating unlawful discrimination and disability-related harassment and encouraging participation by disabled people in public life.
- Elton Church of England Primary School will promote gender equality by eliminating unlawful discrimination and harassment, and promote the equality of opportunity between men and women, girls and boys.
- Elton Church of England Primary School is opposed to all forms of prejudice and recognises that children and young people who experience any form of prejudice-related discrimination may fare less well in the education system.
- Elton Church of England Primary School will ensure that all staff comply with the appropriate equality legislation and regulations.
- Elton Church of England Primary School Admissions Policy will not discriminate against any protected characteristic in any way.

Elton Church of England Primary School will:

- Ensure staff are aware of their responsibilities, given necessary training and support, and report progress to the governing board.
- Foster positive attitudes and relationships, a shared sense of cohesion and belonging, and ensure this is promoted in our policies, procedures and activities.
- Observe good equality practice in staff recruitment, retention and development, and ensure that all policies and procedures benefit all employees and potential employees regardless of any protected characteristic, and with full respect for legal rights relating to pregnancy and maternity.
- Reduce and remove inequalities and barriers that already exist.
- Engage with a range of groups and individuals to ensure that those who are affected by a policy, procedure or activity are consulted and involved in the design of new policies, and in the review of existing ones.
- Ensure staff promote an inclusive and collaborative ethos in our school; challenging inappropriate language and behaviour and responding appropriately to any incidents of discrimination and harassment,

Roles and responsibilities

The governing board will:

- Ensure that Elton Church of England Primary School complies with the appropriate equality legislation and regulations.
- Meet its obligations under the PSED (Public Sector Equality Duty) to publish equality objectives at least every four years commencing on the date of the last publication.
- Ensure that Elton Church of England Primary School's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that Elton Church of England Primary School's Admissions Policy does not discriminate in any way.
- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the governing board.
- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place to enforce this policy.

The Headteacher will:

- Implement this policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their induction and CPD.
- Ensure that all parents, visitors and contractors are aware of, and comply with, the provisions of this policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance.

Produce an annual report on the progress of implementing the provisions of this policy and report it to the governing board

Employees will:

- Be mindful of any incidents of harassment or bullying in Elton Church of England Primary School.
- Address any minor issues of harassment or bullying and report any major breaches of the policy to the Headteacher.
- Identify and challenge bias and stereotyping within the curriculum
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor pupils' progress and academic needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending any appropriate training.

Pupils will:

- Not discriminate or harass any other pupil or staff member.
- Actively encourage equality and diversity in Elton Church of England Primary School by contributing their cultural experiences and values.
- Report any incidences of bullying or harassment, whether to themselves or to others, to a member of staff.
- Abide by our school values, ethos and behaviour policy.

Equality Objectives (Overview 2021-2022)

Elton Church of England Primary School is committed to promoting the welfare and equality of all its staff, pupils and other members of Elton Church of England Primary School community. To achieve this, we have established the following objectives:

- Monitor changes to the curriculum to ensure they result in good progress and outcomes for all pupils and review the curriculum and/or pedagogy (taking into account progress and achievement data) if any group is found to be disadvantaged in any way.
- Ensure that all staff feel confident in responding effectively to prejudice-related incidents

Elton Church of England School will review all published equality documentation annually and will publish progress towards its objectives annually.

Collecting and using information

Elton Church of England Primary School will collect equality information for the purpose of:

- Identifying key issues, e.g. unlawful discrimination in teaching methods.
- Assessing performance, e.g. benchmarking against similar organisations locally or nationally.
- Taking action, e.g. adapting working practice to accommodate the needs of staff who share protected characteristics.

Elton Church of England Primary School will build an equality profile for staff to assist with identifying any issues within their recruitment regime. Weston on Trent C of E Primary School will obtain the following information from their staff:

- Recruitment and promotion
- Numbers of part-time and full-time staff
- Pay and remuneration
- Training
- Return to work of women on maternity leave
- Return to work of disabled employees following sick leave relating to their disabilities
- Appraisals
- Grievances (including about harassment)
- Disciplinary action (including for harassment)
- Dismissals and other reasons for leaving

Elton Church of England Primary School will use the information they obtain to analyse any gaps present in their equality documentary, including the Equal Opportunities Policy.

Any personal data Elton Church of England Primary School collects will be processed in accordance with the Data Protection Policy.

Publishing information

Elton Church of England Primary School will publish information to demonstrate its compliance with the Act.

Promoting equality

In order to meet our objectives, Elton Church of England Primary School has identified the following priorities:

- to provide any auxiliary aids that are directly related to disabled pupil's educational needs as a reasonable adjustment, so they can integrate wholly in all parts of school life.
- ensure all pupils are able to take part in extra-curricular activities and residential visits, and monitor uptake of this to ensure no one is disadvantaged on the grounds of a protected characteristic.
- ensure that any form of prejudice-motivated bullying is taken seriously and dealt with appropriately
- whole-school ownership of a clearly defined Behaviour Policy, whereby prejudicial incidents are coded "red".
- access for those with a disability to both a full curriculum and breadth of experience using a variety of approaches and making any reasonable adjustments to enable them to take as full a part as possible in the experiences on offer.
- adequate access to the physical environment of Elton Church of England Primary School.
- seek the views of advisory staff, outside agencies and local schools.
- use the curriculum and collective worship to raise awareness of equality and diversity.

Monitoring and review

The Headteacher will review this policy annually, to ensure that all procedures are up-to-date.

The policy will be monitored and evaluated by the Headteacher and governing board in the following ways:

- Individual attainment data
- Equal opportunities recruitment data
- SIAMS judgements on the how the vision of the school is lived
- Ofsted inspection judgements on equality and diversity
- Incident records related to harassment and bullying

Any proposed changes to this policy will be communicated through the usual communication channels so that all members of the school community are aware and can voice their opinion.