

Banks Road Primary School



Equality Policy and Objectives

This is a working document which will be monitored annually

Provenance/ Author	Person (s) Responsible	Version	Reviewers and Date	Effective Date	Recommended Review Date	Distribution: Statutory
Linda Gibson	Headteacher	V1	Full GB Autumn 17	September 17	September 21	Public Website

This policy is in accordance with The Equality Act 2010, which replaced all previous legislation in relation to equal opportunities. In line with that legislation, it seeks to ensure that this school provides equal opportunity for all children and adults, giving due regard to groups with 'protected characteristics', in terms of gender, race, disability, sexual orientation, religion/belief, age, gender reassignment, pregnancy/maternity and marriage/civil partnership, in accordance with the Act.

We Can Do It!



Aims

Equality of opportunity at Banks Road Primary School is about providing equality and excellence for all in order to promote the highest possible standards of achievement. Equality of opportunity applies to all members of our school community – pupils, staff, governors, parents and community members.

We aim to promote equality of opportunity and good relations across all aspects of school life.

We do this by:

- Creating an ethos in which pupils and staff feel valued and secure;
- Building self-esteem and confidence in our pupils, so they can use these qualities to achieve their full potential and become rounded citizens of the wider community;
- Having consistent expectations of the pupils and their learning;
- Removing or minimising barriers to learning, so that all pupils can achieve;
- Ensuring that our teaching takes into account the learning needs of all pupils through our curriculum and lesson planning;
- Actively tackling discrimination and promoting equality through our curriculum;
- Making clear to our pupils what constitutes aggressive and discriminatory behaviour;
- Ensuring class and school resources reflect society as a whole;
- Having clear procedures for dealing with discriminatory incidents and that these are understood by all; and
- Ensuring that all pupils develop mutual respect through the school ethos, teachings and adult example.

These aims are designed to ensure that the school meets the needs of all of its community, taking account of the nine protected characteristics; race, disability, sex, age, religion or belief, sexual orientation, pregnancy, maternity and gender reassignment. It is important that in this school we meet the diverse needs of pupils to ensure inclusion for all and that all pupils are prepared for full participation in a multi-ethnic society.

Our Schools Commitment to Equality for all is by:

- Ensuring that all pupils and staff are encouraged and able to achieve to their full potential;
- Respecting and valuing differences between people;
- Preparing pupils for life in a diverse society;
- Acknowledging the existence of discrimination and taking steps to prevent it;
- Making the school a place where everyone, irrespective of a protected characteristic, feels welcomed and valued;
- Promoting good relations between groups within the school and the wider community;
- Ensuring that an inclusive ethos is established and maintained;
- Opposing all forms of discrimination and harassment;
- Being proactive in tackling and eliminating unlawful discrimination.



Our School Equality Ethos

Our school opposes all forms of racism, harassment, prejudice and discrimination.

Our school publicly supports diversity and actively promotes good personal and community relations.

Our school recognises diversity as having a positive role to play within the school.

Staff foster a positive atmosphere of mutual respect and trust among pupils from all groups.

Our school caters for the dietary and dress requirements of different groups, subject to health and safety regulations.

Our school enables pupils and staff to celebrate festivals and other events relevant to their particular diversity and actively encourages all pupils to understand these.

Clear procedures are in place to ensure that staff deal with forms of bullying and harassment promptly, firmly and consistently.

Actions taken are in line with relevant policies and guidance such as those for anti-bullying and dealing with racist incidents.

All forms of harassment are recorded, monitored and dealt with in line with relevant school policies.

Pupils, staff and parents are aware of the procedures for dealing with intolerant behaviour and that such behaviour is always unacceptable.

Staff will attend training to support them to deal effectively with bullying, discriminatory incidents, harassment and prejudice.

Responsibilities

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

Our School Governors as a whole are responsible for:

- Making sure the school complies with the relevant equality legislation
- Monitoring progress towards the equality objectives and reporting annually

The Headteacher is responsible for:

- Drawing up, publishing and implementing the school's equality objectives
- Making sure steps are taken to address the school's stated equality objectives
- Making sure the equality plans are readily available and that the governors, staff, pupils, and their parents/carers are aware of them
- Producing regular information for staff and governors about the plans and how they are progressing
- Making sure all staff know their responsibilities and receive training and support in carrying these out
- Taking appropriate action in cases of harassment and discrimination, including prejudice-related incidents
- Enabling reasonable adjustments to be made, in relation to disability, in regard to students, staff, parents / carers and visitors to the school



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The Senior Management Team is responsible for:

- Supporting the Headteacher as above
- Leading on actions to achieve our equality objectives.
- Ensuring fair treatment and access to services and opportunities.
- Ensuring that all staff are aware of their responsibility to record and report prejudice-related incidents.

All staff are responsible for:

- Promoting equality in their work
- Avoiding unlawful discrimination against anyone
- Fostering good relations between groups
- Dealing with prejudice-related incidents and reporting any concerns
- Being able to recognise and tackle bias and stereotyping
- Taking up training and learning opportunities

The Headteacher is responsible overall for monitoring the recording of prejudice-related incidents.

Pupil Equality Information September 2017

Total Number on Roll: 275 (Nursery to Year 6)

	Number	Percentage
Boys	128	47%
Girls	147	53%
Children entitled to FSM	80	29%
Children on the SEND register	75	27%
Children with English as an Additional Language	32	11.6%
Children Looked After by Local Authority	1	0.37%
Ethnic Minority/ Traveller Heritage	0	0%



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Equality Action Plan

Area of the Equality Duty and issue identified	Objectives	Actions	Success Criteria / Evaluation	Who is responsible?	Annual RAG Rating			
					2017-18	2018-19	2019-20	2020-21
Gender: Girls	To improve the attendance of girls.	<ul style="list-style-type: none"> Monitor and analyse attendance regularly. Regular contact with parents and EWO to clarify expectations. Provide support for families. 	<ul style="list-style-type: none"> % of PA pupils will decrease. % of PA Girls will decrease. 	Headteacher and Learning Mentor				
School environments do not reflect our diverse society	To ensure that equality and diversity is embedded in schemes of work and the learning environments.	<ul style="list-style-type: none"> Review display policy Ensure displays in classrooms and corridors promote diversity in terms of race, gender, ethnicity and disability. Provide more learning opportunities around human rights, social justice, diversity and interdependence. Increase pupil voice and promote active citizenship. 	<ul style="list-style-type: none"> Monitor pupils' responses to the school environment in pupil surveys. Become a school of sanctuary. 	Inclusion Manager, Deputy Headteacher and Art and Design Coordinator				
General	To improve staff awareness and confidence in ensuring equality objectives are achieved.	<ul style="list-style-type: none"> Deliver staff training on equality. Review and develop curriculum to ensure objectives are taught e.g. sexual orientation and gender reassignment. Review associated policies. Hold calendar events that promote equality/celebrate diversity. 	<ul style="list-style-type: none"> All staff and children will be aware of the importance of equality and celebrate diversity and inclusion. Number of prejudicial issues will be nominal. Behaviour policy reinforces positive values and challenges inappropriate attitudes. 	Inclusion Manager, RE/PSHE Coordinator, Deputy Headteacher and Headteacher				



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Monitoring and Review

Progress towards meeting our equality objectives will be reviewed and reported on annually.

At least every four years, we will review our equality objectives, taking into account any changes in our school profile and other evidence of need.

Our equality objectives will be part of our overall school improvement plan and will therefore be reviewed as part of this process.