



EQUALITIES POLICY

September 2021

UN Convention on the Rights of the Child

Article 2 (non-discrimination)

The Convention applies to every child without discrimination, whatever their ethnicity, sex, religion, language, abilities or any other status, whatever they think or say, whatever their family background

Version Control

Version	Date	Amendments / Changes	Author(s)
1	September 2021	Original Policy	J De Saullles J Handley D Fraser R Enwonwu

Equality Statement

At Howard Primary School, our Core Values of **Be Kind, Be Safe, Be Respectful, Be Prepared** are the qualities we display to create unity and cohesion across our whole school community.

Our school community is united in our conviction that all forms of discrimination, including racism, have no place within our community and in society as a whole. We all have a responsibility to stand up and speak out when we see something we know is wrong. Such anti-discriminatory practices and behaviours need to be firmly ingrained in our everyday lives.

At Howard Primary School, we will always teach our pupils about equality and this remains an integral part of our curriculum. We ensure that we always celebrate diversity, promote equality, demonstrate respect and stand together to challenge all forms of discriminatory language and behaviour.

We understand that education is a powerful instrument in building an informed, accepting and peaceful society and use our curriculum to tackle issues of racism and inequality. We regularly review our curriculum and policies to ensure that, in all aspects of school life, we uphold, reflect and practice the values of inclusivity, diversity and equality.

Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principal 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 (for employees not for service provision)
- disability
- race
- sex
- gender reassignment
- transgender issues
- maternity and pregnancy
- religion and belief
- sexual orientation
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to carry out some specific duties to demonstrate how we meet the general duties. These are to:

- Publish Equality Information – to demonstrate compliance with the general duty across its functions
(We will not publish any information that can specifically identify any individual)
- Prepare and publish equality objectives which we will review on an annual basis
- Consult all our stakeholders in the development of our equality objectives and report on progress against our objectives on an annual basis

In order to do this effectively we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school, but we will also analyse available data relating to the context of our local community, including hate crime data and demographic information. In relation to school provision we will pay particular attention to the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure diversity and equality is applied to the services 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.

We also recognise that our work on equality is central to the successful promotion of fundamental British Values, especially in relation to the values of respect and tolerance and the rule of law. We will therefore ensure that our curriculum helps to prepare pupils for life in modern Britain and that we work proactively to address all forms of prejudice and discrimination, including derogatory and discriminatory language.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

Addressing Prejudice Related Incidents

~~This school~~ Howard 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 fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and may seek support from the Local Authority Equality Team.

Responsibility

We believe that promoting Equality, Diversity and Inclusion is the whole school's responsibility:

School Community	Responsibility
Governing Body	<p>Involving and engaging the whole school community in identifying and understanding equality <u>and diversity</u> barriers and in the setting of objectives to address these.</p> <p>Monitoring progress towards achieving equality objectives.</p> <p>Publishing <u>diversity</u> data and publishing equality objectives.</p> <p>Ensuring that staff have access to appropriate training and resources.</p>
Head Teacher /Principal	<p>As above including:</p> <p>Promoting key messages to staff, parents and pupils about equality <u>and diversity</u> and what is expected of them and can be expected from the school in carrying out its day to day duties.</p> <p>Ensuring that all of the school community receives adequate training to meet the need of delivering equality <u>and diversity</u>, including pupil awareness.</p> <p>Ensure that all staff are aware of their responsibility to record report, and respond appropriately to <u>prejudice-discrimination</u> related incidents.</p>
Senior Management Team	<p>To support the Head / Principal as above.</p> <p>Ensure fair treatment and access to services and opportunities.</p> <p>Ensure that all staff are aware of their responsibility to record, report and respond appropriately to <u>prejudice-discrimination</u> related incidents.</p>
Teaching Staff	<p>Help in delivering the right outcomes for pupils.</p> <p>Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.</p> <p>Design and deliver an inclusive curriculum.</p> <p>Ensure that you are aware of your responsibility to record, report and respond appropriately to <u>prejudice</u> and <u>discrimination</u> related incidents.</p> <p>Participate in equality, diversity and inclusion training as required.</p>
Non -Teaching Staff	<p>Support the school and the governing body in delivering a fair and equitable service to all stakeholders.</p> <p>Uphold the commitment made by the head teacher/principal on how pupils and parents/carers can be expected to be treated.</p> <p>Support colleagues within the school community.</p> <p>Ensure that you are aware of your responsibility to record, report and respond appropriately to <u>prejudice-discrimination</u> related incidents.</p>
Parents/Carers	<p>Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.</p>
Pupils	<p>To have an active role in creating a culture of equality and inclusion at Howard Primary School.</p> <p>To take the lead in tackling inequality by displaying inclusive behaviours to all within our school community.</p>

Local Community Members	<p>Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these.</p> <p>Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.</p>
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We will ensure that the whole school community is aware of the Equalities Policy, our published equality information and equality objectives by publishing them on the school’s website.

Monitoring and review

We collect and analyse quantitative and qualitative data relating to the implementation of this policy, and make adjustments as appropriate.

In particular we collect, analyse and use data in relation to achievement, broken down as appropriate according to disabilities and special educational needs; ethnicity, culture, language, religious affiliation, national origin and national status; and gender.

Specifically, we will:

- Monitor the progress of pupils from ~~minority groups~~ ethnically diverse communities, comparing it with the progress made by other pupils in the school;
- Monitor the staff appointment process to ensure the process is open, fair and with no bias
- Take into ~~serious~~ consideration any complaints from parents/carers, staff or pupils regarding equal opportunity;
- Monitor the school's behaviour policy, and the numbers of exclusions, to make sure that pupils ~~from minority groups~~ ethnically diverse communities are not unfairly treated.

This policy will be reviewed by the governing body every three years, or sooner if necessary.

Signed: _____

Date: _____

Print Name: _____