

Lawrence View Primary and Nursery School

Equality Information and Objectives Policy



At Lawrence View Primary School, the Governors recognise the importance of ensuring equal opportunity for all children and adults. The Governors will continue to ensure that this is an essential element of all school policies and actions.

The right to develop, learn and work in an environment free from discrimination is implicit in our school's ethos and embodied in its Vision.

Our Vision:

At Lawrence View Primary and Nursery School is to create a school environment where children learn and grow together to achieve their true potential.

This latest update of this policy was written in Autumn 2021. The Full Governing Body approved it during Governors meeting.

Nominated SLT member responsible for policy: Emma Stevenson

Next review date: Autumn 2022

Signed: _____ (Chair) Date: _____

Contents:

Statement of intent

1. Legal framework
2. Principles and aims
3. Roles and responsibilities
4. Equality objectives
5. Collecting and using information
6. Publishing information
7. Promoting equality
8. Addressing prejudice-related incidents
9. Complaints procedure
10. Curriculum
11. Monitoring and review

Statement of intent

Lawrence View 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 the school community and workforce.

Signed by:

Headteacher

Date:

Chair of governors

Date:

1. Legal framework

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

- *Human Rights Act 1998*
- *The Special Educational Needs and Disability Regulations 2014*
- *Education and Inspections Act 2006*
- *Equality Act 2010*
- *Equality Act 2010 (Specific Duties) Regulations 2011*
- *The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017*
- *Public Sector Equality Duty (PSED)*
- *Data Protection Act 2018*
- *The UK General Data Protection Regulation (GDPR)*

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

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

1.1.3. This policy operates in conjunction with the following school policies:

- *Admissions Policy*
- *Recruitment and Selection Policy*
- *Complaints Procedures Policy*
- *Equal Opportunities Policy: Children*
- *Equal Opportunities and Dignity at Work Policy*
- *Data Protection Policy*
- *Accessibility Plan*
- *SEND policy*
- *Supporting Children with medical needs policy*
- *Health and Safety Policy*

- *Supporting children with medical conditions who cannot attend school policy.*
- *Anti-bullying Policy*
- *Peer on Peer Abuse Policy*

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

- *Eliminate discrimination harassment and victimisation*
- *Advance equality of opportunity*
- *Foster good relations*

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

1.4. The school fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities.

1.5. Protected characteristics, under the Act, are as follows:

- *Age*
- *Disability*
- *Race, colour, nationality or ethnicity*
- *Sex*
- *Gender reassignment*
- *Maternity and pregnancy*
- *Religion and belief*
- *Sexual orientation*
- *Marriage and civil partnership*

1.6. 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 children.*
- *In the way it provides children access to any benefit, facility or service.*
- *By excluding a pupil or subjecting them to any other detriment.*

1.7. The responsible body for the school is the governing body and the LA.

1.8. The school's liability not to discriminate, harass or victimise does not end when a pupil has left the school, but will apply to subsequent actions connected to the previous relationship between school and pupil, such as the provision of references on former children or access to "old children" communications and activities.

1.9. The school will promote equality of opportunity for all staff and job applicants and will work in line with the Equality and Diversity in Employment Guidance.

2. Principles and aims

2.1. We see all learners and potential learners, and their parents, as of equal value, regardless of any protected characteristic.

2.2. 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.

2.3. The 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 racial groups.

2.4. The 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.

2.5. The school will promote gender equality by eliminating unlawful discrimination and harassment, and promote the equality of opportunity between men and women, girls and boys.

2.6. Transgender people are explicitly covered by the PSED. For the purposes of this policy, the term 'transgender' refers to an individual whose gender expression or identity is different from that traditionally associated with the sex they were assigned at birth.

2.7. The school will respect the confidentiality of those seeking gender reassignment and will provide a supportive environment within the community.

2.8. The 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.

2.9. The school will ensure that all staff comply with the appropriate equality legislation and regulations.

2.10. The school's Admissions Policy will not discriminate against any protected characteristic in any way.

2.11. The school will:

- *Ensure staff are aware of their responsibilities, given necessary training and support, and report progress to the governing body.*
- *Ensure that the recording and reporting of equality and diversity on CPOMS is sufficiently scrutinised.*
- *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 equalities 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 that policies, procedures and activities benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in the public life of everyone, regardless of any protected characteristic.*

- *Ensure staff promote an inclusive and collaborative ethos in the school, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, and showing appropriate support for children with additional needs, maintaining a good level of awareness of issues surrounding equality.*

3. Roles and responsibilities

3.1. The governing body will:

- *Ensure that the school complies with the appropriate equality legislation and regulations.*
- *Meet its obligations under the PSED to:*
 - *Publish equality objectives at least every four years commencing on the date of the last publication.*
 - *Update and publish information every year to demonstrate school compliance with the PSED.*
 - *Ensure that the school's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.*
 - *Ensure that the 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 body.*
 - *Proactively interview high-quality applicants from under-represented groups.*
 - *Provide information in appropriate and accessible formats.*
 - *Ensure that the necessary disciplinary measures are in place to enforce this policy.*

3.2. 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 review on the progress of implementing the provisions of this policy and towards the objectives. This will be reported to the governing body.*

3.3. Employees will:

- *Be mindful of any incidents of harassment or bullying in the 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 and the school's culture.*
- *Promote equality and good relations, and not harass or discriminate in any way.*
- *Monitor children's progress and academic needs to ensure the appropriate support is in place.*
- *Keep up-to-date with equality legislation and its application by attending the appropriate training.*

3.4. Children will:

- *Not discriminate or harass any other pupil or staff member.*
- *Actively encourage equality and diversity in the 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 the senior leadership team or to another member of staff.*
- *Abide by all the school's equality and diversity policies, procedures and codes.*

4. Collecting and using information

4.1. In accordance with the requirements outlined in the Data Protection Act 2018, personal data will be lawfully collected and processed in line with the principles and practices outlined in the Data Protection Policy and only for

specified, explicit and legitimate purposes, e.g. to comply with the school's legal obligations.

4.2. The 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.*

4.3. The school will build an equality profile for staff to assist with identifying any issues within their recruitment regime. The 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*

4.4. The school will use the information they obtain to analyse any gaps present in their equality documentary, including the Equality and Diversity in Employment Guidance.

5. Publishing information

The school will publish information on the school website every year which will show the progress made towards the achievement of the equality objectives.

6. Promoting equality

6.1. Any reports of bullying and prejudice will be carefully monitored on CPOMS and dealt with accordingly.

6.2. Annual training will be given to all staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

7. Curriculum

7.1. All children will be entitled to access a broad and balanced curriculum and to teaching and learning opportunities which meet their needs, including extra support where this has been identified as a statutory need.

7.2. When planning the curriculum, the school will take every opportunity to promote and advance equality.

7.3. When teaching the curriculum, the school will promote equality and will not subject individuals to discrimination.

7.4. The school will develop an appropriate curriculum for all children in all vulnerable groups.

7.5. The school will ensure PSHCE lessons are designed for children to develop their knowledge of the world and the importance of equality.

8. Addressing prejudice-related incidents

8.1. The school is opposed to all forms of prejudice.

8.2. The school will ensure that children and staff are aware of the impact of prejudice.

8.3. The school will address any incidents immediately and, where appropriate, report them to the LA.

9. Complaints procedures

9.1. The school aims to resolve all complaints at the earliest possible stage and is dedicated to continuing to provide the highest quality of education possible throughout the procedure. Please see complaints policy.

10. Equality objectives

10.1. The school is committed to promoting the welfare and equality of all its staff, children and other members of the school community. To achieve this, the school has established the following objectives:

- *Review the curriculum, and resources used to deliver it, to represent a wider and more diverse range of vulnerable groups.*
- *Monitor changes to the curriculum to ensure they result in good outcomes for children in all vulnerable groups*

10.2. The school will regularly review the steps being taken and the progress made towards the achievement of these objectives and, in line with the specific duties of the PSED, publish this information on the school website every year (see appendix 1).

10.3. The school will update and publish its equality objectives at least every four years.

11. Monitoring and review

11.1. This policy will be reviewed annually, to ensure that all procedures are up-to-date.

11.2. The policy will be monitored and evaluated by the headteacher and governing body in the following ways:

- *Individual attainment data*
- *Equal opportunities recruitment data*
- *Ofsted inspection judgements on equality and diversity*
- *Incident records related to harassment and bullying*

11.3. Any changes made to this policy will be communicated to all members of staff.