Newbrough Church of England Primary School

Equalities Statement

As a school we welcome our duties under the Equality Act 2010.  The General Equality Duty sets out the equality matters that the school needs to consider when making decisions that affect pupils or staff with protected characteristics. This duty has three elements. In carrying out their functions public bodies are required to have ‘due regard’, when making decisions and developing policies, to the need to:

***…eliminate discrimination, harassment, victimisation or other conduct that is prohibited by the Equality Act 2010. Advance equality of opportunity between people who share a protected characteristic and people who do not share it foster good relations between people who share a protected characteristic and people who do not share it.***

Having ‘due regard’ to the need to advance equality of opportunity is further defined in the Equality Act 2010 as ‘having due regard to the need to:

* Remove or minimise disadvantages
* Take steps to meet different needs
* Encourage participation where it is disproportionately low.’

There are certain exceptions within the Equality Act to the discrimination provisions for schools with a religious character including content of the curriculum, collective worship and admissions.

**The school must meet the two specific duties which are to:**

* publish information to demonstrate compliance with the general duties, at least annually. This may include school performance data, anti-bullying policies, curriculum materials, parent and pupil surveys and the School Development Plan. It can also refer to national and other surveys and benchmarking. The school will, generally, have sufficient information in the form of routine data or individual/group records. Where there are gaps or concerns, then the school may decide to collect more information in order to provide a complete picture of the school, shape objectives, address inequality and inform decision making.
* publish at least one, although not usually more than four, specific and measurable equality objectives, at least every four years.

The duty to have due regard to equality consideration is a continuing one which applies to all policies and procedures. It also applies to what may not be written down i.e. practices, and the school will always try to use information about pupils with protected characteristics to promote positive outcomes and mitigate adverse effects.

Meeting these duties forms an integral part of the work of the school and must be integrated into the carrying out of the school’s functions. The DfE advises that schools which were already compliant with previous equality legislation should not find major differences in what they need to do. In order to ensure that the school makes explicit its compliance and remains focused on improving outcomes an Action Plan has been drawn up which will be addressed through the mechanism of the School Development Plan(Strategic Plan). This will secure consistency, enable effective self-evaluation and support robust and rigorous school improvement. We recognise that there are significant overlaps between fulfilling the Equality Duty and meeting the requirements of the school inspection framework.

In fulfilling our legal obligations we aim to:

* foster positive attitudes and relationships, and a shared sense of belonging
* advance equality of opportunity by ensuring that teaching, learning and the curriculum promotes equality and celebrates diversity
* ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum
* observe good equalities practice, including staff recruitment, retention and development
* remove or minimise existing inequalities and barriers
* ensure that pupils, parents and other stakeholders are consulted and involved widely in advancing the provision made by the school
* promote community cohesion by fostering good relations
* ensure that within the school budget, adequate funding is provided to underpin this
* policy and that intervention, positive and preventative action is funded appropriately.

We believe that promoting equality is the responsibility of everyone in the school community.

**Newbrough Church of England Primary School**

**EQUALITY PLAN 2017-2018**

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| **Target** | **Action** | **How the impact of the action will be monitored** | **Responsible person(s)** |
| Establish effective systems to communicate the school’s equality duties. | 1. Share the plan with staff 2. Distribute the plan via parentmail to all parents | Include questions relating to the School Equality Plan in the annual survey of parents.  Discussion with pupils during School Council and Pupil Voice conferencing. | Headteacher Governing Body |
| To ensure that all pupils make progress including vulnerable groups and individuals. | 1. Each term, monitor and analyse pupils’ achievement by race, gender and disability (and other relevant vulnerable groups) and act on any trends or patterns in the data that require additional interventions and support. | Analyse assessment data to judge the success of the planned interventions and support. | Headteacher  SENDCO  Assessment Governors |
| The school environment promotes diversity. | 1. By Christmas, ensure that there are positive images of people from different races, genders, of different ethnicity and with disabilities included in displays. 2. Purchase new books for the library, book boxes etc to ensure these reflect a diverse society by April 2018 | 1. Learning walks to ensure that displays reflect our aim of promoting diversity 2. Monitor pupils’ responses to the school environment in pupil surveys (Spring term 2018). | Headteacher  Classteachers  Governors – pupil voice |
| Respond promptly and appropriately to all incidents of racist behaviour, victimisation and harassment. | 1. Share with new staff at a twilight session in Jan 2018 2. Allocate staff meeting time for training on responding to such incidents- Twilight session Jan 2018 | 1. Staff survey- are staff confident at dealing with incidents? 2. Monitor numbers of incidents and report to GB, LA as necessary 3. Ensure new staff have completed Prevent training – links between certain types of language and radicalisation | Headteacher  Governing Body |
| To help our children to understand others and value diversity. | 1. Review PHSE curriculum (Autumn term 2017) 2. Ensure effective PHSE lessons are taught in all classes by end of April 2017 3. Visit places of worship linked to other faiths as appropriate and continue to study other faith traditions through a rich and varied RE curriculum (ongoing) 4. Explore possibility of linking with another, more urban school via email/ video conferencing 5. Mini Police to deliver session on healthy relationships Oct 2017 and display related materials in schools 6. Antibullying week to celebrate the theme of ‘all different, all equal’ Nov 2017 | 1. All staff will know what is to be taught in PHSE in each class- staff survey 2. All staff will have a timetabled PHSE slot- by monitoring of timetables 3. Resources will be available for teaching PHSE- resource audit 4. Children’s attitudes to be monitored via pupil discussions 5. All staff will be familiar with the topics being taught in RE and will be able to integrate these through all relevant classroom learning 6. Assessment will be carried out in RE to ensure children have a growing understanding of the beliefs of other faith groups and a respect for those beliefs/ traditions | All Staff |