



# **Templemoor Infant and Nursery School Equality Policy**

Policy Adopted	25 <sup>th</sup> February 2016
Committee	Full Governing Body
Last Reviewed	22 <sup>nd</sup> March 2019
Next Review Date	Summer Term 2019



## Templemoor Infant and Nursery School Equality Policy

### Important information

This Equality Policy and related documents include information and guidance for school staff and our out of school provision.

### Introduction

Templemoor Infant and Nursery School is committed to challenging discrimination and promoting equality of opportunity and experience for all.

On **1<sup>st</sup> October 2010, the Equality Act 2010** replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act.

### Key Points

- The Equality Act 2010 provides a single, consolidated source of discrimination law.
- Schools cannot unlawfully discriminate against pupils because of their sex, race, disability, religion or belief and sexual orientation.
- There are some exceptions replicated in the act – e.g. content of curriculum, collective worship, admissions to single sex schools and schools of a religious character

The Equality Act 2010 introduces a **single equality duty** on public bodies which will be extended to include all of the following protected strands:

- Race
- Disability
- Sex
- Age
- Religion or belief
- Sexual orientation
- Pregnancy, maternity and other caring responsibilities
- Gender reassignment

This combined equality duty came into effect in April 2011 and has three main elements. In carrying out our function, Templemoor Infant and Nursery School is required to have due regard to the need to:

- Eliminate conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it. Where schools are

concerned, age will be a relevant characteristic in considering their duties in their role as an employer but not in relation to pupils.

A key measure in the Act is the public sector Equality Duty which came into force on 5th April 2011. The Equality Duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity.

The Act introduces **specific duties** which are designed to help public authorities to meet their combined duty obligations.

- Collect analyse and publish information about their progress in achieving the 3 aims of the legislation.
- Decide on certain specific and measurable objectives that they will pursue over the coming years to achieve their aims and publish these objectives (outcome focused objectives) then at yearly intervals.
- Engage with people who have a legitimate interest including all staff, all parents and pupils, local groups, organisations and individuals as appropriate.

The **Governing Body** has responsibility for making sure that the school complies with the Single Equality duties.

This Equality Policy will help us to achieve our aims and give us a framework for action.

### **Our Values**

Our core values are built around providing a secure, collaborative and purposeful learning culture, where all pupils and staff are valued, cared for, listened to and challenged to be the best they can be. We are equally ambitious for all pupils and staff irrespective of disability, race, colour, religion, gender, sexual orientation and background. Inclusion is central to our ethos and practices.

We welcome the rich diversity in our school community and this is reflected in our Policy. Our response to the needs of our pupils is a vital part of personalising learning for all.

Leadership and commitment at all levels of the organisation are central to the success of the Policy. In everything we do, we will consider how we can ensure that we do not consciously or unconsciously discriminate against or disadvantage individuals or groups, and we will seek opportunities to promote equality and diversity wherever we can. Equality must be modelled in everything we are doing as educators, policy maker and employer.

We want to develop and maintain a demonstrably fair and supportive environment for our staff. We promote diversity and equality in employment at Templemoor Infant and Nursery School. We aim to have a diverse and well motivated workforce where all colleagues are treated fairly and with respect. (We will always appoint the best person for any job).

The National Curriculum reminds us that all teachers are required to follow inclusive practice:

- Setting suitable learning challenges, enabling all children to experience success and achieve as high a standard as possible through appropriate differentiation.
- Responding to pupils' diverse learning needs by:
  - creating effective learning environments;
  - securing their motivation and concentration;

- providing equality of opportunity through teaching techniques;
- using appropriate assessment approaches;
- setting targets for learning.
- Overcoming potential barriers to learning and assessment for individuals and groups of pupils.

## **Responsibility for the Equality Policy**

This Equality Policy is managed by our Governing Body and School Leadership Team, with input from across the school community.

### **The Governing Body are responsible for:**

- making sure the school complies with the relevant equality legislation;
- making sure the school Equality Policy and its procedures are followed;
- monitoring the school's work in meeting the requirements of the Equality Act 2010;
- monitoring pupil exclusions and ensure that appropriate reporting is made to the LA;
- monitoring racist incidents and ensure that appropriate reporting is made to the LA;
- monitoring bullying incidents and ensure that these issues are being addressed.

### **The Headteacher is responsible for:**

- making sure the Equality Policy and its procedures are followed;
- making sure the Equality Policy is accessible by publishing the Policy on the school website, raising awareness of the Policy through the school newsletter, assemblies, staff meetings and other communications and making sure hard copies are available.
- producing regular information for staff and governors about the plans and how they are working;
- making sure all staff know their responsibilities and receive training and support in carrying these out;
- promoting a culture of zero tolerance to harassment and discrimination;
- taking appropriate action in cases of harassment and discrimination, including racist bullying, homophobic bullying and bullying related to gender or disability;
- dealing with reports of hate-incidents.

### **All staff are responsible for:**

- dealing with discrimination;
- being able to recognise and tackle bias and stereotyping;
- promoting equal opportunities and good race relations;
- avoiding discrimination against anyone for reasons of race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity, and gender reassignment;
- keeping up to date with the law on discrimination;
- taking up training and learning opportunities.

### **Visitors, volunteers and contractors are responsible for:**

- knowing and following, our Equality Policy. All visitors to the school receive a briefing document on arrival, which outlines the main aims of our Equality Policy.

### **Review – How are we doing?**

- The policy will be reviewed annually. The next review date will be the Summer Term 2019.
- The objectives will be reviewed, revised and publicised on the school website every four years. However, at the time of the annual Policy review objectives will be reviewed.

- The school will review the impact of its actions through an analysis of an annual questionnaires to parents, staff, governors and children. The widest possible level of consultation and involvement by children, staff, parents and governors will be sought.

**Links to other Policies**

This Equality Policy is written in conjunction to and linked with the following:

PSHE Policy  
Collective Worship Policy  
RE Policy  
Preventing Extremism and Radicalisation Policy  
Prevent Duty  
British Values Statement  
Inclusion Policy  
Teaching and Learning Policy  
SEN Policy  
Safeguarding Policy  
Race Equality Policy  
Behaviour Policy  
Anti Bullying Policy

## **Equality Objectives: March 2019**

### **Objective 1: Pupil Achievement**

- The progress, attainment and achievement of all children is tracked, assessed, monitored and a comprehensive analysis is produced.
- Under achievement is identified and intervention is actioned.

**Evidence:** School Development plan Priority/Tracking, Class Action Plans, Pupil Progress Meeting minutes, assessment and monitoring records.

### **Objective 2: Behaviour and Safety**

- Children respect one another
- Children, staff, parents and governors know how and when the behaviour policy is enacted

**Evidence:** School Development Plan, Behaviour Policy, Anti Bullying Policy, Lesson Observations, Racist Incident records, parents' questionnaire.

### **Objective 3: Teaching**

- All children experience 100% good or outstanding lessons.

**Evidence:** In house Lesson observations plus those commissioned from an external Quality Assurance professional

### **Objective 4: Leadership and Management**

- A nominated member of staff has responsibility for collating, analysing and publicising equality data included the recording of prejudice related incidents.

**Evidence:** Racist incident records, Equality data

## Contextual Data

### Characteristics of Templemoor Infant and Nursery School March 2019 (Taken from SIMS and ASP data)

<b>Characteristic</b>	<b>TEMPLEMOOR (March 2019)</b>	<b>NATIONAL (2018)</b>
Girls	52%	49%
Pupils known to be eligible for free school meals (FSM)	0%	24%
Pupils from minority ethnic groups	18%	33%
Pupils whose first language not/ believed not to be English	5%	21%
SEN support	5%	12%

### Religious representation at Templemoor (March 2019)

No Religion	117 children	53%
Christian	78 children	36%
Muslim	11 children	5%
Hindu	4 children	2%
Refused to say	9 children	4%

