



Glazebury C E Primary School



Policy Header

Policy Title	Equalities Policy
Version No	Three
Written / Adopted Date	Written June 2016 Reviewed January 2017 Reviewed May 2019
This policy complies with WBC guidance	Yes
Linked Policies	EAL Inclusion, SEN, Racial Equality, Gender Equality, Recruitment & Vetting, Curriculum, Whistleblowing, Assessment
Written By	School
Date shared with Staff	May 2019
Date Ratified by Governors	May 2019
Review Date	May 2022



"Growing together at the heart of God's community"



Trust Prayer:

*We thank you, God of Love, for the gift of children,
bless the work of our Trust, that in all we do
young people may grow in wisdom and stature,
and so come
to know you,
to love you
and to serve you,
as Jesus did.
We make our prayer in his name who is God
with you and the Holy Spirit, now and for ever.*

Legal framework (Statutory)

1. We welcome our duties under the Equality Act 2010:
to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender (including issues of transgender, and of maternity and pregnancy), religion and belief, and sexual identity.
2. We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.
3. 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.
Guiding principles

4. In fulfilling the legal obligations cited above, we are guided by nine principles

Principle 1:

All learners are of equal value. We see all learners and potential learners, and their parents and carers, as of equal value:

- whether or not they are disabled
- whatever their ethnicity, culture, national origin or national status whatever their gender and gender identity
- whatever their religious or non-religious affiliation or faith background
- whatever their sexual identity.

Principle 2:

We recognise and respect difference. Treating people equally (Principle 1 above) does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantage which people may face, in relation to: disability, so that reasonable adjustments are made

- ethnicity, so that different cultural backgrounds and experiences of prejudice are recognised
- gender, so that the different needs and experiences of girls and boys, and women and men, are recognised
- religion, belief or faith background
- sexual identity.

Principle 3:

We foster positive attitudes and relationships, and a shared sense of cohesion and belonging. We intend that our policies, procedures and activities should promote:

- positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassment of disabled people
- positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice-related bullying and incidents
- mutual respect and good relations between boys and girls, and women and men, and an absence of sexual and homophobic harassment.

Principle 4:

We observe good equalities practice in staff recruitment, retention and development We ensure that policies and procedures should benefit all employees and potential employees, for example in recruitment and promotion, and in continuing professional development:

- whether or not they are disabled
- whatever their ethnicity, culture, religious affiliation, national origin or national status
- whatever their gender and sexual identity, and with full respect for legal rights relating to pregnancy and maternity.

Principle 5:

We aim to reduce and remove inequalities and barriers that already exist. In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between:

- disabled and non-disabled people
- people of different ethnic, cultural and religious backgrounds
- girls and boys, women and men.

Principle 6:

We consult and involve widely We engage with a range of groups and individuals to ensure that those who are affected by a policy or activity are consulted and involved in the design of new policies, and in the review of existing ones. We consult and involve: disabled people as well as non-disabled

- people from a range of ethnic, cultural and religious backgrounds
- both women and men, and girls and boys.
- gay people as well as transgender and heterosexual .

Principle 7:

Society as a whole should benefit. We intend that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in public life of:

- disabled people as well as non-disabled
- people of a wide range of ethnic, cultural and religious backgrounds
- both women and men, girls and boys
- gay people as well as transgender and heterosexual

Principle 8:

We base our practices on sound evidence. We maintain and publish quantitative and qualitative information showing our compliance with the public sector equality duty (PSED) set out in clause 149 of the Equality Act 2010.

Principle 9:

Objectives. We formulate and publish specific and measurable objectives, based on the evidence we have collected and published (principle 8) and the engagement in which we have been involved (principle 7). The objectives which we identify take into account national and local priorities and issues, as appropriate. We keep our equality objectives under review and report annually on progress towards achieving them.

The curriculum

5. We keep each curriculum subject or area under review in order to ensure that teaching and learning reflect the principles set out in paragraph 4 above.

Ethos and organisation

6. We ensure the principles listed in paragraph 4 above apply to the full range of our policies and practices, including those that are concerned with:

- pupils' progress, attainment and achievement
- pupils' personal development, welfare and well-being
- teaching styles and strategies
- admissions and attendance
- staff recruitment, retention and professional development
- care, guidance and support
- behaviour, discipline and exclusions working in partnership with parents, carers and guardians
- working with the wider community.

Addressing prejudice and prejudice-related bullying

7. The school is opposed to all forms of prejudice which stand in the way of fulfilling the legal duties referred to in paragraphs 1–3:

- prejudices around disability and special educational needs

- prejudices around racism and xenophobia, including those that are directed towards religious groups and communities, for example anti-Semitism and Islamophobia, and those that are directed against Travellers, migrants, refugees and people seeking asylum
- Prejudices reflecting sexism and homophobia, transgender Lesbian and Gay hate crimes.
- Prejudice against the nine protected characteristics; Faith, Sex, Gender, Maternity, Age, Race, Disability,

8. There is guidance in the staff handbook on how prejudice-related incidents should be identified, assessed, recorded and dealt with.

9. We keep a record of prejudice-related incidents and, if requested, provide a report to the local authority about the numbers, types and seriousness of prejudice-related incidents at our school and how they are dealt with.

Roles and responsibilities

10. The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented.

11. A member of the governing body has a watching brief regarding the implementation of this policy.

12. The Head teacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

13. A senior member of staff has day-to-day responsibility for co-ordinating implementation of the policy.

14. All staff are expected to:

- promote an inclusive and collaborative ethos in their classroom
- deal with any prejudice-related incidents that may occur
- plan and deliver curricula and lessons that reflect the principles in paragraph 4 above
- support pupils in their class for whom English is an additional language
- keep up-to-date with equalities legislation relevant to their work.

Information and resources

15. We ensure that the content of this policy is known to all staff and governors and, as appropriate, to all pupils and their parents and carers.

16. All staff and governors have access to a selection of resources which discuss and explain concepts of equality, diversity and community cohesion in appropriate detail.

Religious observance

17. We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice.

Staff development and training

18. We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

Breaches of the policy

19. Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Head teacher and governing body.

Monitoring and review

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

21. 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.

Background and acknowledgements

1. In its overall framework this model policy on all equalities in education is based on the race equality policy that Derbyshire developed in response to the Race Relations Act 2000, and that was included in *Here, There and Everywhere: belonging, identity and equality in schools* published by Trentham Books in 2004.

2. The model statement takes into account guidance issued by several other local authorities, including Buckinghamshire, Cambridgeshire, Dudley, Durham, Hertfordshire, Newcastle, Sheffield and Somerset.

3. The list of principles at paragraph 4 is adapted slightly from material in *Equality Impact Analysis: a workbook*, the most recent version of which was published by the Department for Education in February 2011.

4. The phrasing at certain points reflects the specific duties required by the Equality Act 2010 to publish information (principle 8) and to formulate and publish objectives

5 KS2 / 3 KS1 PUPILS (8.33%) are eligible compared to national at 25,2%

5. The **Equality Act** 2010 includes provisions that ban age discrimination against adults in the provision of services and public functions. The ban came into force on 1 October **2012** and it is now unlawful to discriminate on the basis of age unless: the practice is covered by an exception from the ban

Single Equalities Scheme 2018-2021

Disabilities Equalities Scheme				
<p>Key Improvement Priority: Priority 1- To ensure that pupils and adults can fully participate within the school's curriculum offer and that they have appropriate physical access to the school site.</p> <p>Lead person accountable for the plan:</p>	<p>Year 2018-21</p>	<p>Finance Plan</p> <p>How much will the plan cost - Which account code/s will fund the plan -</p>		
<p>Success criteria:</p>	<p>Focus on outcomes. Specific, measurable impact on pupils. (write this before you identify the actions to be taken).</p> <ul style="list-style-type: none"> • All pupils and adults have full physical and curriculum access to the school provision and that all stakeholders views have been considered within this plan. • To develop and aspirational culture in which Leaders have improved general provision and not just an increase in additional provision. • To ensure impact is tracked and is rigorously measured and is quantifiable; All APS pupil gains in-line with some that are exceeding for this pupil group; school is using the national Data set to benchmark. • Staff have had effective CPD and demonstrate this in delivery of practice measure then in tracked pupil outcomes and staff all are clear upon SEN criteria in regard to disability to under achievement 			
Action	Lead person accountable for the action	Time Scale Start and End dates	Training/CPD needs	Resources/Costs/Time
<p>Conduct an annual audit to ensure appropriate physical access to the building is maintained with due regard to pupils and adults who have disabilities and that all stakeholders views are represented with in the plan</p>	<p>School Business manager Head Teacher Maintenance Officer</p>	<p>On going</p>	<p>SLT</p>	<p>N/A</p>
<p>Promote a positive view and ethos in regard to differences which underpins curriculum design and whole school curriculum offer. With particular regard to hard to reach communities.</p>	<p>SLT</p>	<p>On going</p>	<p>1 staff meeting refresher per year</p>	
<p>To review and monitor the SEN offer to ensure it is still</p>	<p>SENCO</p>	<p>On going</p>	<p>Staff meeting 1 x term</p>	<p>To be decided</p>

appropriate and relevant to pupils and that it reflects the new SEN statutory changes 2014.				
To ensure the school tracking, analysis and reporting mechanisms include specific regard to SEN pupils and that Impact of provision can be measured.	Head Teacher Senco Class teacher	On going	Pupil progress meetings Senco SLT meetings	SLT release time budget
To implement personalised CPD for staff linked to their cohorts pupil groups performance data and whole school self evaluation. CPD needs	SLT and specialist consultants	On going	CPD to be identified	School CPD budget.

Monitoring					
Who	What	Where	When	How	External Validation
Staff member responsible Head Teacher	Specific outcomes	Staff meetings 1 per year	Reviewed each year in Autumn 1	Scrutiny of data/ AM7 Lesson Observations/ termly report to govs through heads report	Any external validation
Impact: What will the outcomes be?		Evidenced by/ through		Evaluation Have the intended outcomes been achieved?	
Staff have extensive annually training to promote health and safety and awareness of School British values; Diversity/tolerance		Central records; Stonewall annual Safeguarding CPD		Effective training ensures welcoming inclusive ethos supported by sensitive process and role modelled by staff.	
Sen report is updated annually by Senco		Up to date report on Website		Report maintained and updated termly	
CPD records staff monitoring on Trello indicate that appropriate CPD is relevant and immediate when issues are raised or further development has been identified.		Trello reports , whole school monitoring		School judgement – good 2015 to current . Strong indication the school will retain this judgement. Outcomes are still at least good.	

Race Equalities Scheme 2018-21

Race Equalities Scheme				
<p>Key Improvement Priority: Priority 1- To ensure that pupils and adults can fully participate within the school's curriculum offer and that the school actively celebrates difference.</p> <p>Lead person accountable for the plan:</p>	<p>Year 2018-21</p>	<p>Finance Plan</p> <p>How much will the plan cost -</p> <p>Which account code/s will fund the plan -</p>		
<p>Success criteria:</p>	<p>Focus on outcomes. Specific, measurable impact on pupils. (write this before you identify the actions to be taken).</p> <ul style="list-style-type: none"> • EAL Pupils make at least good if not better APS progress. • There continues to be a low number racial incidents year on year (None 2015/16). • There is a visual celebration of difference throughout the school woven into the school's curriculum offer • The school's curriculum design and enrichment opportunities proactively promotes community cohesion. • Pupil conferences demonstrate acceptance and understanding of and have a positive view of each other. • To link with hard to reach families. 			
Action	Lead person accountable for the action	Time Scale Start and End dates	Training/CPD needs	Resources/Costs/Time
School to track EAL pupils and benchmark against national expectations to ensure that all pupils are in line with ARE and that some are exceeding .	Head teacher and Class Teacher	On going	N/A	
School to link EAL tracking to SIP whole school initiatives (pupil groupings)	Head Teacher	On Going	N/A	N/A
To ensure we can communicate effectively with are EAL	SLT	On Going	N/A	"

To promote whole school positive ethos within the school curriculum through teaching and learning ,resourcing appropriately and enrichment experiences.		SLT Teaching staff	On Going	To be decided	To be decided
Monitoring					
Who	What	Where	When	How	External Validation
<i>Staff member responsible</i>	<i>Specific outcomes</i>	<i>Staff mtg /progress mtgs termly</i>	<i>Oct/Feb/June</i>	<i>Scrutiny of data/ AM7 Lesson Observations/ termly report to govs through heads report</i>	<i>Any external validation</i>
Impact: What will the outcomes be?		Evidenced by/ through		Evaluation Have the intended outcomes been achieved?	
<i>All pupil groupings continue to be above National averages ROL 20118-21</i>		ROL-2018-21		<i>Practices within school have been effective.</i>	
<i>The schools values are role modelled by staff and children which ensures all pupil groups thrive academically and as the whole child</i>		<i>Parental and Pupil voice , feedback</i>		<i>Practices within school have been effective.</i>	

Gender Equalities Scheme 2018-21

Gender Equalities Scheme				
<p>Key Improvement Priority:</p> <p>Priority 1- To close the attainment gap between pupil groupings by developing an environment that promotes acceptance of difference.</p> <p>Lead person accountable for the plan:</p>	<p>Year 2018-21</p>	<p>Finance Plan</p> <p>How much will the plan cost -</p> <p>Which account code/s will fund the plan -</p>		
<p>Success criteria:</p>	<p>Focus on outcomes. Specific, measurable impact on pupils. (write this before you identify the actions to be taken).</p> <ul style="list-style-type: none"> • To ensure that all pupils make at least ARE APS and that many may exceed. • To ensure any attainment gap between boys and girls demonstrated a reducing trend. • To ensure that staff have a heightened awareness of educational issues for Gay, Lesbian and Transgender pupil groups and are aware of how to protect these pupil groups. • To ensure that all pupil groups within school can articulate that they feel safe. • To have effective strategies to tackle the usage of Homophobic language. • To ensure that curriculum design and resources meet the needs of Gay, Lesbian and transgender pupil groups. • To develop an ethos and environment visually demonstrates that young people can be themselves. 			
Action	Lead person accountable for the action	Time Scale Start and End dates	Training/CPD needs	Resources/Costs/Time
<p>All staff including non-teaching staff to have bespoke training on Gay, Lesbian and Transgender pupil groupings in order to provide an appropriate curriculum and</p>	<p>SLT</p>	<p>Ongoing</p>	<p>To be decided inset 1 x per term</p>	<p>CPD budget £500</p>

school environment to support learning.				
To include Sexuality training within the school's annual Health Check induction start of term for all staff.	SLT	Ongoing	Annual inset	CPD Budget
The school audits curriculum provision and invests in appropriate enrichment activities and resources to support these pupil groupings.	SLT Quality teams	Ongoing	1X per term	To be decided
School to identify an Equalities champion for all pupil groupings linked to Pastoral role to ensure that the action plans receive due regard, to report annually to Governors and to be nominated person for up to date training.	K Hubble Deputy Head Teacher	On Going	1 x term	To be decided
The school actively promoted difference through appropriate curriculum linked displays to ensure links with hard to reach communities	SLT Class teacher Quality Teams	Ongoing	1 x Term	To be decided
Pupil conferences to audit pupil views on the appropriate use of language to describe difference and how effective are the application of the schools policies and additional actions to implement this plan.	SLT	Ongoing	1 x per term	To be decided
To amend schools anti bullying policies and introduce a introduce informally a log to track any inappropriate Homophobic language.	SLT	On going	N/A	To be decide in response to tracking
Pupil progress meetings to discuss pupil groupings and school tracking of attainment and actions to close any gaps that are identified and impact measures.	SLT and Class Teacher	Ongoing	To be decided	To be decided
School identifies additional resources on the schools provision map to target diminishing difference for pupil groupings	SLT	Ongoing	To be decided	Intervention Budget and Tuition Budget

Monitoring

Who	What	Where	When	How	External Validation
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<i>Staff member responsible</i>	<i>Specific outcomes</i>	<i>Staff mtg /progress mtgs termly</i>	<i>Oct/Feb/June</i>	<i>Scrutiny of data/ AM7 Lesson Observations/ termly report to govs through heads report</i>	<i>Any external validation</i>
Impact: What will the outcomes be?		Evidenced by/ through		Evaluation Have the intended outcomes been achieved?	
All staff to have training on gender reassignment , transgay and Homophobic prejudice bullying across the protected characteristics	Training records	Training is effective as we have had very view incidents of prejudice based bullying . Parents when they raise concerns also report it has effectively been dealt with.			
All staff induction includes annual training on how to address Prejudice based bullying	Training records	Staff are confident to recognise incidents and are able to confidently address then effectively.			
School has invested in resources to address tolerance and diversity and it has formed a part of the curriculum base delivery	Stone wall recommended reading books in reading areas, curriculum topics based around recommended literature, visual inclusive displays on different kinds of families	Practices within school have been effective. Little or know negative issues that arise with children or parents , . Children and parents present well with understanding of diversity			
Regular pupil voice audits address the use of appropriate choices of language to train and raise awareness of prejudice based languages	Pupil voice audits	Practices within school have been effective. Any issues that arise from time to time are addressed quickly with positive feedback from parents. Children and parents present well with understanding of diversity			
Child protection policies, behaviour policies reflect the schools responses and procedures	Policy files	All staff follow school policies			
Pupil progress meetings identify pupils do make accelerated progress and the mapping of resources has been successful to ensure pupils attain and make progress against their targets.	ROL School tracking	Practices within school have been effective			

GLAZEBURY C.E. COMMUNITY COHESION ACTION PLAN 2018-21

Key Principles: Belonging, valuing diversity, equity, strong and positive relationships

Lead person (s): Head Teacher Karen Mowbray

<u>Standard</u>	<u>Action</u>	<u>How will it be</u>	<u>Who is respons</u>	<u>Time frames</u>
The school maintains regular, proactive consultation with all parents/carers, pupils and community groups aimed at closing the attainment gap.	Record attendance at parents evening	Register numbers who attend.	Class teachers/ Admin	Every parents' evening – 3x per year
	Increase attendance at parents meetings by 10 % by targeting parents who are reluctant to engage	Letter home for non-attenders.	SLT/ class teachers/ admin	Every parents' evening – 3x per year
	Ensure both parents who are separated continue to receive	Pastoral learning mentor to	Class teachers Staff PTA	Every parents' evening – 3x per year
The school organises opportunities for and participates in, regular inter-cultural exchanges.	Establish links with a school in another region via LDST	Various projects, Collective worships, displays around school.	Class teachers/ Admin SLT/ class teachers/ admin Class teachers Staff DTA	All Ongoing
Plan additional opportunities through the curriculum that help children to find out about the customs and traditions of different cultural backgrounds	<ul style="list-style-type: none"> National and International topics Multicultural Arts work Religious festivals/celebrations 	Parents invited to events Displays Evidence on website Articles in	SLT LD CW Quality teams	All Ongoing
To become familiar with the schools vision of a diverse, inclusive, tolerant and equitable society and the promotion of British Values	<ul style="list-style-type: none"> Displays in classrooms Curriculum School Council Play/sports leaders development Visitor assemblies Additional artefacts. 	Embedding of cultural diversity in each class room Displays in	Class Teachers Class Teachers/TA	On going Ongoing
School curriculum and long term, medium and short term planning and resources actively contribute to the development of pupils' sense of identity through knowledge and understanding of diversity	<ul style="list-style-type: none"> Review all curriculum mapping across primary school Research different models of inclusive creative curriculum Use appropriate relevant resources that are representative of our diverse community Sustain school critical work 	Quality team/ SLT monitoring	SLT / Quality Teams	On going
		Website hits	Governors	Ongoing
		Parent/ children surveys	Class teachers	Ongoing
Have opportunities to enjoy cultural and creative experiences that reflect and	Cultural days, International day Art, music, Summer Fair, correspondence with partner Spanish school.	Quality team/ SLT monitoring	PTA/SLT/ class teachers MFL Lead PS	Sept 2019

The school works with its local cluster/secondary school to ensure pupils have access to a rich, broad and	<ul style="list-style-type: none"> Meet regularly with link teachers Parents informed through newsletter and website Provision monitored and reviewed 	Subject co-ordinators/ Class teachers meet with staff Sharina al	LDST and SLT Class teachers SEN Co-ordinator	On Going
All staff have received training to deal with inequality, bullying and racist all groups, gender, SEN, race, religion and belief, disability, sexual orientation or gender reassignment	<ul style="list-style-type: none"> To continue to closely monitor and log any racially and homophobic motivated incidents Anti-bullying week in November All staff to act as role models challenging 	Data sent to local authority Assembly PSHE/lessons Inset session on dealing with incidents	SLT	Ongoing
Governors and staff know their responsibilities under relevant legislation	<ul style="list-style-type: none"> Meeting with SLT to discuss issues of equality All staff to attend initial and refresher training in regards to safeguarding and inclusion. Discriminatory practice 	Induction check lists completed Training takes place Governing body meetings minutes	SLT and class teacher's All Staff Govs	Once per year update and refresh
Reach out to groups within the school community, PTA, PCC	<ul style="list-style-type: none"> Meet to plan greater diversity of events Parent Workshops/ transition meetings etc Display demonstrating different backgrounds and family structures e.g. 	Range of displays which promote and recognised diversity Appropriate texts found and used	Lead TA SLT and class teacher's All Staff	On Going
Further develop aspects of Family Learning	<ul style="list-style-type: none"> To continue to support parents learning. 		SLT/ Governors	On Going

