EQUALITY INFORMATION & OBJECTIVES POLICY

Our Vision:

We are committed to quality learning in a positive, happy and Christian atmosphere where everyone within the school community is valued as an individual.

We expect everyone to, 'Treat others as you want them to treat you.' (Matthew 7:12-14).

We have high expectations of all and strive to provide a safe, challenging, exciting and stimulating environment.

Our Values:

To foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it, through our school values of:-

Respect – by recognising and respecting diversity.

Compassion – by considering the needs of each person as an individual, valuing diversity and celebrating differences.

Creation – creating a positive, safe and secure environment which allows the whole school community to thrive and flourish equally.

Perseverance – To persevere in providing an inclusive, welcoming and friendly environment in which Christian and caring values are central to the ethos of the school, ensuring all children feel equal, valued and secure.

Service – by ensuring equal opportunities and fairness for all the children and families we serve and to integrate equality in our day to day decision making.

Statement of Intent

Willaston C of E 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.

Legal Framework

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

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

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

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

This policy operates in conjunction with the following school policies :-

- Admissions Policy
- Complaints Policy
- Equal Opportunities Policy

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

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

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

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

The Act makes in 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 pupils
- In the way it provides pupils access to any benefit, facility or service
- By excluding a pupil or subjecting them to any other detriment

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 pupils or access to "old pupils" communications and activities.

The school will promote equality of opportunity for all staff and job applicants.

Principles and Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination, harassment, victimisation and 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 a relevant protected characteristic

- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it. The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Our school aims to promote respect for difference and diversity in accordance with our values of perseverance, respect, creation, service and compassion.

Roles and Responsibilities

The Governing Body will :-

- Ensure that the school complies with the appropriate equality legislation and regulations.
- Meet its obligations under the Public Sector Equality Duty to publish equality objectives at least every four years commencing on the date of the last publication.
- 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 Admission 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 board.
- Proactively recruit 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.

The Headteacher will :-

- Implement and champion 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 report on the progress of implementing the provisions of this policy and report it to the Governing Body

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.
- Track and monitor any instances of discrimination and deal with these in a consistent manner, making a report to the headteacher as necessary and following up with pupils and parents as required.
- 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 pupils' 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.
- Champion diversity and inclusion

Pupils 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 their class teacher or to another member of staff.
- Abide by all the school's equality and diversity policies, procedures and codes.

The school will publish on its website how it is complying with the Public Sector Equality Duty in the Equality Act 2010 and advancing equality of opportunity.

Equality Objectives

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

- To monitor the attainment of different groups/individuals in school and provide an appropriate curriculum to support children's individual needs.
- To implement a programme of social action projects to all year groups.
- To promote understanding and respect for all differences.

The school will update all published equality documentation annually and will publish its objectives at least every four years.

Promoting Equality

In order to meet our Objectives, we have identified the following priorities:-

Objective 1

- Attainment information will be collected during Pupil Progress meetings regarding different groups/individuals in school.
- Significant differences in attainment will be identified.
- Appropriate adaptations to the environment and/or a differentiated curriculum will be implemented.

Objective 2

- School will develop a full programme of social action projects to be taught throughout the school.
- We will provide appropriate resources for each year group to develop and enhance children's self and social awareness.
- Teachers will monitor the impact of social action projects on children's learning.

Objective 3

- To ensure our school values of Respect, Compassion, Creation, Perseverance and Service underpin everything we do at Willaston C of E Primary School.
- Promote diversity and celebrate differences through our curriculum.
- Provide an accessible and inclusive learning environment.

The school will consult with stakeholders to establish equality objectives and draw up plan based on information collected on protected groups and accessibility planning.

Equality objectives will be published at least every four years commencing on the date of the last publication.

Bullying and prejudice will be carefully monitored and dealt with accordingly.

Training will be given to both existing and new staff to ensure that they are aware of the process for reporting and following up incidents of prejudice related bullying.

Collecting and Using Information

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.

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

The school will use the information they obtain to analyse any gaps present in their equality documentary, including the Equal Opportunities Policy.

Any personal data the school collects will be processed in accordance with the Data Protection Policy.

Addressing Prejudice-Related Incidents

The school is opposed to all forms of prejudice and we recognise that pupils and staff who experience any form of prejudice-related discrimination may fare less well in the education system.

The school will ensure that pupils and staff are aware of the impact of prejudice in order to prevent any incidents from occurring.

If incidents continue to occur, the school will address them immediately and report them to the LA.

Appeal Process

Staff members retain the right to appeal against a decision on the acceptability of their appearance e.g. dress code, using the school's grievance procedure.

The school will adhere to the Complaints Policy when following the grievance procedure.

Curriculum

All pupils 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.

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

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

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

The school will ensure RSE lessons are designed for pupils to develop their knowledge of the world and the importance of equality.

Monitoring and Review

The Headteacher will review this policy biennially, to ensure that all procedures are up-to-date.

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

Approved by Governors, July 2025



Signed Chair of Governors