

Equality Policy

Statement, Information and objectives



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1. 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 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 it

Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

2. Legislation and guidance

This document meets the requirements under the following legislation:

[The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination

[The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

3. Roles and responsibilities

Our Headteacher will:

- ensure that staff, parents/carers, children, visitors and contractors are engaged in the development of and informed about the Equality Policy through asking for feedback wherever possible.
- oversee the effective implementation of the policy.
- ensure staff have access to training which helps to implement the policy.
- develop partnerships with external agencies regarding the policy so that the school's actions are in line with the best advice available.

- monitor the policy in line with deadlines.
- ensure that the staff team is kept up to date with any development affecting the policy or actions arising from it.

Our governing body will:

- take full responsibility for the Equality Policy.
- support the Head teacher in implementing any actions necessary.
- engage with parents and partner agencies about the policy.
- evaluate and review the policy annually and the objectives every 4 years.

Our Senior Leaders will:

- have responsibility for supporting other staff in implementing this Policy.
- provide a lead in the dissemination of information relating to the Policy.
- with the Headteacher, provide advice/support in dealing with any incidents/issues.
- assist in implementing reviews of this policy.

Our pupils/students will:

- be involved in the further development of the Policy through the PSHE curriculum and will understand how it relates to them, appropriate to age and ability.
- be expected to act in accordance with the Policy.
- be encouraged to actively support the Policy.

Our parents/carers will:

- have access to the Policy through a range of different media appropriate to their requirements.
- be encouraged to actively support the Policy.
- be encouraged to attend any relevant meetings and activities related to the Policy.
- be informed of any incident related to this Policy which could directly affect their child.

Our school staff will:

- be involved in the further development of the Policy.
- be fully aware of the Equality Policy and how it relates to them.
- understand that this is a whole school issue and support the Equality Policy.
- make known any queries or training requirements.

4. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have.

- Taking steps to meet the particular needs of people who have a particular characteristic.

- Encouraging people who have a particular characteristic to participate fully in any activities.

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing

- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information

6. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE and PSHE, (including the United Nations' Convention on the Rights of the Child) as discrete regular subjects and British Values as part of our enrichment programme, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures

- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute

- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community

- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays

- Is accessible to pupils with disabilities

- Has equivalent facilities for boys and girls

8. Equality objectives

Objective 1

To monitor and analyse pupil progress and attainment by race, gender and disability and act on any trends or patterns in the data.

Objective 2

To train all members of staff and governors involved in recruitment and selection on equal opportunities and non discrimination.

Objective 3

To promote pupils spiritual, moral, social and cultural development through our curriculum enrichment programme.

9. Monitoring arrangements

The Headteacher will review this policy and take to the Governing Board for approval annually.

The Governing Board will publish new objectives as part of this policy, every 4 years.

10. Links with other policies

This document links to the following policies:

Accessibility plan

Risk assessment

Safeguarding Policy

SEND Policy

Managing Children with Medical Needs Policy

Our Curriculum

Appendix 1: Equalities Statement



Equalities Statement for Grendon Primary School

We recognise The Equality Act 2010 and comply with the duties explicit within, ensuring that there is equality of opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, sexual identify and orientation, age or socio-economic background.

The Equality Act is a law which protects everyone from discrimination. It means that discrimination or unfair treatment on the basis of certain personal characteristics is against the law.

The Act requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimization and any other conduct prohibited by the act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relationships between people who share a protected characteristic and those who do not.

Grendon is committed to equality, both as an employer and as a service provider, ensuring that everybody is treated fairly and respectfully. We strive to make sure that our school is a safe and secure place for everyone.

Our ethos and vision, that focus on both academic and pastoral curriculum, fully promote the protected statuses of the 2010 act. Grendon recognises that that people have different needs and understands that treating people equally does not always involve treating them the same.

Grendon aims to ensure that nobody experiences less favourable treatment or discrimination because of their:

- Age
- Disability
- Ethnicity, colour or national origin
- Gender
- Gender identity
- Marital or civil partnership status
- Pregnancy or having recently had a baby

- Religion or belief
- Sexual identity or orientation

In order to comply, we:

- Publish information within our Equalities Policy annually
- Publish Equality Objectives within our Equalities Policy every 4 years.

We recognise that these duties reflect the 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: We are a Rights Respecting school.

At Grendon, all policies and procedures are informed by and will have regard to this statement.