

SHILLINGTON LOWER SCHOOL

SINGLE EQUALITY POLICY

Rationale

This school is opposed to all forms of prejudice. We aim to be a community where everyone is treated fairly and with respect. We want everyone to reach their potential, and recognise that for some pupils extra support is needed to help them to achieve and be successful. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material.

We welcome our general duty under the Equality Act 2010 to ensure that in our day-to-day activities, practices and policies we have due regard for the need to:

- Eliminate discrimination
- Foster good relations and positive partnerships
- Promote/advance equality of opportunity

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

Equality Objective

Our current equality objective is in Annex A.

Legal duties

A protected characteristic under the act covers the groups listed below:

- Age (for employees not for service provision),
- Disability
- Race
- Sex (including issues of transgender)
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality Information – to demonstrate compliance with the general duty across its functions (We will not publish any information that can specifically identify any child)
- Prepare and publish equality objectives

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.

Aims

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

Procedures

We will collect data related to the protected characteristics and analyse these data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above. However where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We will ensure that the whole school community is aware of the Single Equality Policy and our published equality information and equality objectives by publishing them on ***[please insert how you intend to do so some e.g: schools website, part of a special newsletter, through other mediums as identified by the Governing Body]***

The list of equality information that we will publish annually is in Annex B.

Roles and Responsibilities

We believe that promoting Equality is the whole schools responsibility:

School Community	Responsibility
Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Monitoring progress towards achieving equality objectives. Publishing data and publishing equality objectives.
Head teacher	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day-to-day duties. Ensuring that all the school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice-related incidents.
Senior Management Team	To support the Head teacher as above. Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Teaching Staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can expect to be treated. Design and deliver an inclusive curriculum. Ensure that they are aware of their responsibility to record and report prejudice-related incidents.
Non Teaching Staff	Support the school and the governing body in delivering a fair and equitable service to all stakeholders. Uphold the commitment made by the Head teacher on how pupils and parents/carers can expect to be treated. Support colleagues within the school community. Ensure that they are aware of their responsibility to record and report prejudice-related incidents.
Parents	Take an active part in identifying barriers for the school community and inform the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the

School Community	Responsibility
	commitment given to the school community in tackling inequality and achieving equality of opportunity for all.
Pupils	Supporting the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the Head teacher on how pupils and parents/carers, staff and the wider school community can expect to be treated.
Local Community Members	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.

Breaches

Breaches to this statement 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.

Links to Other Policies

This policy should be read in conjunction with the:

- Diversity, Equality & Community Cohesion Policy
- Individual Needs Policy
- Raising Concerns and Resolving Complaints Policy
- Visitors and Volunteers Policy
- Whistle Blowing Policy

Monitor and Review

Every three years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.

ANNEX A: EQUALITY OBJECTIVE 2013

Objective

To raise the participation of girls in mathematics and narrow the gap in Average Point Scores (APS) between boys and girls for each cohort.

Approach

Self-esteem, confidence building girls only booster groups.

ANNEX B: EQUALITY INFORMATION TO BE PUBLISHED ANNUALLY

(NB Is this disclosive? Do we need to publish this – or just use it?)

Total number of pupils

Numbers/percentages by protected characteristic:

Gender

Ethnicity

Disability

Special Educational Needs

Religion/Belief

No information is available on:

Gender reassignment

Sexual identity