

SINGLE EQUALITY POLICY AND PRINCIPLES

KIRKLEES GUIDANCE

Please note:

This is a suggested template only
Schools may wish to use other guidance

Comments in black typeface are requirements
Comments in red typeface are actions for schools/settings to complete
as appropriate

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Hinchliffe Mill Junior and Infant School

Single Equality Policy and Principles

September 2012

Introduction

Hinchliffe Mill Junior and Infant School welcomes its duties under the new Equality Act (2010).

The Equality Act establishes 9 protected characteristics which apply to schools. Only the first 7 characteristics apply to pupils:

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

Public Sector Equality Duty (2011)

This policy sets out how Hinchliffe Mill Junior and Infant School has paid due regard to the need:

- **to eliminate discrimination**, harassment, victimisation and any other conduct that is prohibited by or under this Act
- **to advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it
- **to foster good relations** between persons who share a relevant protected characteristic and persons who do not share it

Specific Duties under the Public Sector Equality Duty

- To publish information which demonstrates our compliance with the need to have due regard for the three aims of the General Duty
- To prepare and publish specific and measurable objectives which we will pursue over the coming years to achieve the three aims

This scheme sets out the steps the Governing Body will take that will result in improved outcomes for all members of the school community in all aspects of school life, taking positive action to promote equality.

Definition of 'due regard' and how we aim to comply with the principles of the general duty

1. While making a decision that might affect an equality group, the decision-maker must have regard to the three aims of the Act at the time. This cannot be done in retrospect, nor can it be delegated.
2. The duty will be exercised with rigour and with attention to relevant evidence, including that derived from consultation with staff and the wider community.
3. The duty is continuing, so we will revisit it and bear it in mind constantly.
4. We will keep records to show that the equality duties have been considered on each occasion.

School Ethos, Vision and Values

At Hinchliffe Mill Junior and Infant School we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, with a particular focus on those who share a protected characteristic. We recognise that treating people equally does not necessarily involve treating them all the same. We aim to include a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life. These are linked to the school aims and other policies such as Anti Bullying and Behaviour.

What we already do

In order to comply with the public duty we have the following procedures in place to ensure that we consider the needs of all of our pupils in everything we do.

- i) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act
- ii) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
We gather information from a range of sources when a pupil enters the school, e.g. family, child, early years setting or previous school. We track all aspects of a child's provision and progress through regular rigorous teacher assessment and end of key stage national tests. We review and evaluate the effectiveness of our school provision by inviting the views of all stakeholders.
- iii) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Equality Impact Assessment

In order to ensure that our current provision and procedures comply with the requirements of the Equality Act we intend to carry out a review of all aspects of school life with regard to the protected characteristics by means of an Equality Impact Assessment.

Any gaps in provision and practice that are identified form part of an action plan (see action plan – appendix).

Our future intention is to use an Equality Impact Assessment when we intend the following actions:

- to introduce new provision or practice
- to change or reduce provision or practice
- to remove provision or practice.

1. Consultation

Hinchliffe Mill Junior and Infant School recognises the importance of taking account of people's differing experiences, needs and histories, and of the differing challenges and barriers which they may face. Bearing in mind the protected characteristics, consultation with those we have identified as likely to be affected forms part of every Equality Impact Assessment. Primarily we consult with pupils. However we also consult with parents/carers, staff, governors and other school users when appropriate. We consult through the monthly school forum which involves all children and by ensuring that all children in school have at least one adult who they feel comfortable to talk to.

2. How we measure the impact of any changes

We monitor the ongoing impact of these changes on those who may be affected in the following ways:

We track pupil achievement across the school with an additional focus on equality groups and by a thorough process of pupil monitoring in the school data management system.

3. Publication and Review

The specific duties under this Act require us to be open and transparent about all our decision-making processes, intentions and results.

We record the results of our equality impact assessment and action taken. We review and publish this information and its impact on our pupils through an annual report to the School Governing Body.