



Greenside
Primary School

A great school in a great community
achieving great outcomes for children

Single Equality Policy

Reviewed by Governors July 2016

Equality and Diversity Policy: Single Equality Scheme

Single Equality Scheme

Introduction and Legislative Context

Greenside Primary School is committed to promoting an environment in which diversity is recognised valued and encouraged. The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) that applies to public bodies including maintained schools and Academies and which extends to nine protected characteristics:-

Race, Disability, Sex, Age, Religion or Belief, Sexual Orientation, Pregnancy and Maternity, Gender and Reassignment, Marriage and Civil Partnership.

The Act places on Greenside Primary School a *General Equality Duty* to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- advance equality of opportunity between people who share one or more protected characteristics and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

In addition, the Act places on Greenside Primary School *Specific Duties* to:

- publish information (primarily on its website) to demonstrate how Greenside Primary School is complying with the General Equality Duty
- prepare and publish equality objectives.

Statement of Values

This Single Equality Scheme is underpinned by the following established values, principles and standards at Greenside Primary School

- Having high expectations of all students, identifying individual needs and talents so that each student fulfils his/her true potential.
- Raising achievement by ensuring high quality and enthusiastic teaching
- Providing a safe and secure environment where teachers and students can work together in a climate of mutual respect.
- Encouraging parent/carer interest and support in their child's learning
- Celebrating success and rewarding achievement.
- Offering all students a curriculum that is broad, balanced, challenging and relevant which prepares students for the opportunities, responsibilities and experiences of life in a rapidly changing society.

- Promoting positive and respectful relationships within Greenside Primary School and the local community.
- Valuing diversity and equality of opportunity
- Encouraging creativity, independent thinking, problem solving and originality in order to provide our students with the necessary skills so that they can take their place confidently within the world of work
- Inspiring a commitment to life long learning .
- Providing opportunities for active learning .
- Supporting the continuous professional development of all staff.
- Establishing our School at the heart of the community in providing learning and cultural experiences for all

Aims

- To enable people from the groups protected by the Act and other socially disadvantaged groups (such as Looked After Children and those entitled to Free School Meals) to experience the best possible outcomes as a result of their contact with Greenside Primary School
- To remove or minimise disadvantages suffered by people owing to their protected characteristics including the elimination of discrimination, harassment and bullying
- To meet the needs of people from protected groups where these are different from the needs of other people
- To encourage people from protected groups to participate in School and public life.
- To tackle prejudice and stereotyping
- To promote understanding between different groups of people through curricular and extra-curricular activities.

Greenside Primary School understands and acknowledges that meeting these aims may mean treating some people more favourably than others because of their protected characteristic(s) in order to advance equality. A key amendment to the duty makes it clear to 'advance' also means that Greenside Primary School must consider amongst other things that meeting the needs of disabled people may involve taking steps to take account of people's impairments, even when that involves treating disabled people more favourably than other people.

Equality Objectives

Greenside Primary School will publish annually via this policy on the website equality objectives in relation to Achievement, Teaching and Learning, Behaviour and Safety and Leadership and Management. The action plan will include clear targets and timescales of the objectives set and for monitoring and review. Appendix 1

Responsibilities for Implementation

The Governing Board is responsible for:

- making sure that Greenside Primary School meets its legal responsibilities with respect to equality and diversity legislation.

The Headteacher and School Leadership Team are responsible for:

- giving a consistent and high profile lead on equality and diversity, promoting equality of opportunity inside and outside of Greenside Primary School
- ensure that the policy is in place and that Greenside Primary School implements the Scheme and its associated action plan
- reporting annually in the Autumn term to the Governing Board on Greenside Primary School's progress in advancing equality including by analysis of outcomes for students in the protected groups.

School Leaders/Managers are responsible for:

- putting Greenside Primary School policy and scheme into practice
- making sure that all staff know their responsibilities and receive the support and training necessary to carry them out promoting equality and diversity following the relevant procedures and taking action in cases of unfair discrimination or harassment.

All staff are responsible for:

- promoting equality and avoiding unfair discrimination
- challenging any incidents of stereotyping or unfair discrimination perpetrated by students or other staff
- keeping up-to-date with equality law and participating in equality and diversity training.

Pupils are responsible for:

- respecting others in their language and actions
- challenging any incidents of stereotyping or unfair discrimination perpetrated by other students or staff
- following all of Greenside Primary School's equality and diversity policies and procedures.

Parents/Carers are responsible for:

- behaving in ways which demonstrate respect for others
- avoiding language or actions which might cause another hurt or offence
- playing their part in creating a positive environment within Greenside Primary School

Review

This policy will be reviewed annually by the Governing Body.

At Greenside Primary School we will continually strive to ensure that everyone is treated with respect and dignity. Each person will be given fair and equal opportunities to develop their full potential regardless of their gender, transgender, ethnicity, culture and religious background, sexuality, disability or special educational needs and ability.

Equality and Diversity Code of Practice

1. Communicating the Equality and Diversity Policy

Greenside Primary School is committed to taking active steps to communicate the policy to all students, parents/carers, governors and staff, and to ensuring that all visitors and contractors are made aware of its values, principles and standards. It will do so by:

- providing all governors and staff with a copy of the Policy
- promoting to all children an appropriate summary of the Policy
- providing parents/carers of students with a copy of the Policy on request
- making staff and students aware of the policy and its implications in the induction process
- displaying the Policy in Reception areas and on websites
- ensuring that the Policy's values, principles and standards are reflected in everything we do.

2. Language and Behaviour: Respect for All

Greenside Primary School expects governors, staff, students, parents/carers, visitors and contractors to behave in ways which demonstrate respect for others. This means that governors, staff and students should each play their part in creating a positive, welcoming environment within Greenside Primary School and that every individual should avoid language or actions which might cause another hurt or offence.

3. Marketing and Publicity

Greenside Primary School will ensure that:

- Marketing and publicity materials will identify and remove unnecessary and unjustifiable barriers to recruitment from people in under-represented groups.
- publicity materials are available on CD or in large print, or an alternative language on request

4. Selection and Recruitment

- all vacancy application forms include a short statement on equal opportunities
- Selection Criteria, including job descriptions and post holder specifications should be kept under review to ensure that they are justifiable on non-discriminatory grounds as being essential for the effective performance of the job.
- The aim of selection is to appoint the most suitable candidate in relation to the job requirements. Thus selection criteria will relate to qualifications, skills and experience relevant to the post and any tests or exercises will be carried out in circumstances similar to the normal job environment.

5. Student Admissions/Recruitment and Induction

Greenside Primary School student recruitment and admissions procedures will ensure that all students (and their parents/carers) receive comprehensive pre-entry guidance and opportunities to take part in activities which facilitate transition. Admissions and recruitment procedures will be welcoming, professional and free from bias. Greenside Primary School will seek to meet the needs of all students, including those with learning difficulties and/or disabilities. Greenside Primary School will respond positively to disability legislation by ensuring that students with additional needs are appropriately supported through the admissions and recruitment process, that steps are taken to understand and plan to meet their needs, and that priority is given to physical access to buildings and learning facilities.

All students will receive an induction appropriate to their needs and designed to help them to make friends and to settle them quickly into their new learning environment.

6. Staff Induction and Development

All new staff will receive an induction to Greenside Primary School to enable them to settle quickly into their new roles. Induction will include awareness and understanding of the Equality and Diversity Policy and Code of Practice.

All staff are entitled to training and development to improve their effectiveness in their post. Applications for training and development will be considered fairly, without unfair discrimination. All staff will receive awareness training on equality and diversity and, where appropriate or requested, more specialised training in promoting, delivering and monitoring equality and diversity.

7. Curriculum and Learning Resources

Learning resources will be free from racist, sexist and other prejudiced or discriminatory assumptions, images and language. The only exception to this is where materials are used

to promote positive discussion of equality issues. Within legislative requirements, the curriculum will be designed to be inclusive and to promote access and progression.

8. Teaching, Learning and Assessment

Greenside Primary School is committed to achieving the highest standards in teaching and learning. We will seek to develop inclusive, personalised learning strategies to meet the needs of individual students to help them to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education. All students should develop the knowledge understanding and skills that they need in order to participate in our multicultural and diverse society, and in the wider context of an inter-dependent world. Work experience will be available to students at appropriate times to help them to prepare for the world of work.

9. Learner Support

All students will receive support appropriate to their age, stage and programme. Greenside staff will adopt an inclusive, personalised approach which recognises individual learner needs. All students will be helped to develop a sense of personal development that is confident and open to change, and is receptive and respectful towards other identities.

10. Complaints, Bullying and Harassment

Greenside Primary School will not tolerate bullying or harassment or victimisation of any kind against students or staff and views any breach of this policy seriously. Greenside Primary School is committed to principles of fairness and mutual respect where everyone accepts the concept of individual responsibility.

Complaints/grievances about bullying, harassment or victimisation will be fully investigated and disciplinary action taken as appropriate. Complaints need to be made under the appropriate Complaints Procedures and will be investigated and resolved as per those procedures.

