

Prospect Hill Infant and Nursery School




EQUALITY POLICY

Agreed By Governors: Spring Term 2017

Review Date: Spring Term 2018

Signed:  Chair of Governors

Signed:  Head Teacher

***Due regard has been given to equality
legislation when updating this policy***

Policy available: Website
School Server
Head Teachers File

EQUALITY STATEMENT

Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

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.

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 carry out 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 individual**)
- Prepare and publish equality objectives which we will review on an annual basis
- Consult all our stakeholders in the development of our equality objectives and report on progress against our objectives on an annual basis

In order to do this effectively we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school, but we will also analyse available data relating to the context of our local community, including hate crime data and demographic information. In relation to school provision we will pay particular attention to 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 also recognise that our work on equality is central to the successful promotion of fundamental British values, especially in relation to the values of respect and tolerance and the rule of law. We will therefore ensure that our curriculum helps to prepare pupils for life in modern Britain and that we work proactively to address all forms of prejudice and discrimination, including derogatory and discriminatory language.

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.

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

Our Aims and Vision

At Prospect Hill we aim to educate the children in a happy, safe and caring environment where they feel valued and secure, so that they are able to progress intellectually, emotionally, spiritually and physically. We give them a wide range of experiences to support and promote their learning and development.

Our schools central aim is the achievement of the highest possible standards of all children through access to a broad balanced and enriched curriculum.

We provide an environment in which:

Quality learning and teaching comes first
 Hard work and positive achievements are always valued
 High standards of behaviour are promoted
 Staff, children, parents and governors all work together
 Visitors are welcomed

There is a calm, orderly and purposeful atmosphere
 Children and adults respect and care for each other and our school environment
 Children's independence is promoted

We believe that by working alongside parents and the community we can develop a real partnership to benefit all of our children.

Our Vision

Our aim is to set the foundations for lifelong learning and economic well being through an exciting and creative curriculum that teachers use their key skills to motivate children to become independent and successful learners, so they reach their full potential and achieve high standards.

Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. 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. The Local Authority may provide some support.

Responsibility

We believe that promoting Equality is the whole school's 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. Ensuring that staff have access to appropriate training and resources.
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 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 report, and respond appropriately to prejudice related incidents.
Senior Management Team	To support the Head / Principal as above Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record, report and respond appropriately to prejudice related incidents.

School Community	Responsibility
Teaching Staff	<p>Help in delivering the right outcomes for pupils.</p> <p>Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.</p> <p>Design and deliver an inclusive curriculum.</p> <p>Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents.</p>
Non -Teaching Staff	<p>Support the school and the governing body in delivering a fair and equitable service to all stakeholders.</p> <p>Uphold the commitment made by the head teacher/principal on how pupils and parents/carers can be expected to be treated.</p> <p>Support colleagues within the school community.</p> <p>Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents.</p>
Parents/Carers	<p>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.</p> <p>Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.</p>
Pupils	<p>Supporting the school to achieve the commitment made to tackling inequality.</p> <p>Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.</p>
Local Community Members	<p>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.</p> <p>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.</p>

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: school's website, part of a special newsletter, through other mediums as identified by the Governing Body]*

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.

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.

Date Approved by the Governing Body **3rd February 2017**

Date to be reviewed by the Governing Body **Spring Term 2020**

EQUALITY STATEMENT

Autumn 2016

Our School Commitment

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct 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 between people who share a protected characteristic and people who do not share it.

Our aim is to:

- Ensure that everyone is treated fairly and respectfully
- Make our school a safe and secure place for everyone
- Recognise that people have different needs, and we understand that treating people equally does not always involve treating them the same
- Ensuring that no-one experiences less favourable treatment of discrimination of:
Age, disability, ethnicity, colour or national origin, gender identity (reassigned or plan to reassign), marital or civil partnership status, being pregnant or recently having had a baby, religion or belief, sexual identity and orientation.
- We recognise that some pupils need extra support to help them to achieve and be successful
- We try to make sure that people from different groups are consulted and are involved in our decisions, especially children, parent/carers and those of us who can be treated less favourably.

Ethos

Our school motto is '*Dream, Believe, Achieve and Grow Together*' and we aim to teach the values of friendship, cooperation, tolerance, resilience, positivity, pride, equality, respect, honesty, trust and responsibility.

Our duties are to:

- Promote community cohesion (under the Education and Inspections Act 2006)
- Eliminate discrimination, advance equality or opportunity and foster good relations (under the Equality Act 2010)
- We also recognise the importance of accelerating the progress of pupils from groups who are underachieving