

# All Saints CE Federation



# Equality Policy

(including Accessibility Plan)



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## Contents

<b>Our Vision</b>	<b>3</b>
<b>The Equality Act 2010</b> <ul style="list-style-type: none"> <li>• Protected Characteristics</li> <li>• Definitions</li> </ul>	<b>3</b>
<b>Reasonable Adjustments</b>	<b>4</b>
<b>Accessibility Plan</b>	<b>5</b>
<b>The Public Sector Equality Duty</b> <ul style="list-style-type: none"> <li>• The 'general' equality duty</li> <li>• The 'specific duties'</li> </ul>	<b>5</b>
<b>Equality Objectives</b>	<b>6</b>
<b>Publishing Equality Information</b>	<b>7</b>
<b>School Responsibilities</b>	<b>7</b>
<b>References</b>	<b>8</b>
<b><i>Appendix 1: Accessibility Plan (including annual progress update)</i></b>	<b>9</b>
<b><i>Appendix 2: Annual Update on Progress towards the Equality Duty and the Equality Objectives</i></b>	<b>12</b>

## Our Vision

As part of the Christian ethos of All Saints' CE Federation our vision is that every child is Respectful, Independent, Confident, Happy, Enthusiastic and Resilient – RICHER!

## The Equality Act 2010

The **Equality Act 2010** replaced all existing equality legislation and consolidated many acts such as the Race Relations Act, Disability Act and the Sex Discrimination Act. It legally protects people from discrimination in the workplace and wider society and sets out the nine characteristics which are protected:

### Protected Characteristics

- Age
- Disability
- Gender reassignment
- Pregnancy and Maternity
- Marriage and Civil Partnership
- Race
- Religion or belief (including lack of belief)
- Sex (gender)
- Sexual orientation

It is therefore, unlawful for All Saints CE Federation to discriminate against a person, pupil, parent (this includes adoptive, step, foster or anyone who has parental responsibility) or, staff member (teaching and non-teaching) because they have a characteristic/s mentioned above. This includes discriminating against pupils in relation to admissions, the way education is provided to pupils, the way pupils are able to access any benefit, facility or service, excluding a pupil, or subjecting them to any other detriment.

Age is a protected characteristic in relation to employment and the provision of goods and services, however, this does not apply to pupils. We are able to admit and organise children in age groups and treat pupils in ways appropriate to their age and stage of development.

### Definitions

All Saints CE Federation recognises the different types of **discrimination, harassment and victimisation** as set out in the Equality Act 2010 and are therefore responsible for eliminating the following:

**Direct discrimination** – Treating someone less favourably because they have a protected characteristic

**Discrimination by perception** – Treating someone less favourably because it is believed that they have a protected characteristic, when in fact, they do not

**Discrimination by association** – Treating someone less favourably because they are associated with someone with a protected characteristic

**Indirect discrimination** – When a practice, policy or rule, which is applied to everyone in the same way, has a worse effect on some people than others i.e. it puts particular people at a disadvantage

**Harassment** – Unwanted behaviour which a person finds offensive, or which makes them feel intimidated or humiliated is unlawful under the Act if it is connected to any of the protected characteristics

**Victimisation** – Someone is treated badly because they have complained about discrimination or helped someone who has been the victim of discrimination

## Reasonable Adjustments

**Disability** is defined as a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.

All Saints CE Federation is aware of the need to make **reasonable adjustments** in order to remove barriers faced by people with disabilities. This may involve treating disabled pupils or staff more favourably and taking steps to avoid the substantial disadvantage to a disabled person caused by a provision, criterion or practice applied by or on behalf of the school, or by the absence of an auxiliary aid or service.

In the Equality Act 2010, there are three elements to the reasonable adjustments duty that relate to: Provisions, Criteria and Practices, Auxiliary Aids and Services, and also, Physical Features. The physical features element does not apply to schools in relation to disabled pupils; instead we have a duty to plan better access for disabled pupils generally in relation to the physical environment of the school.

All Saints CE Federation will take positive steps to ensure that disabled pupils can fully participate in the education provided by the school, and that they can enjoy the other benefits, facilities and services that the school provides for pupils.

There are various factors to be taken into account when considering reasonable adjustments and these include such things as the resources of the school, the financial cost of making the adjustment, assessing the extent to which the adjustment would be effective in overcoming the disadvantage, the practicability of the adjustment, health and safety requirements, the need to maintain academic, musical, sporting and other standards, the effect of the disability on the individual and, the extent to which special educational provision will be provided to the disabled pupil under Part 3 of the Children and Families Act 2014.

There is a significant overlap between those pupils who are disabled and those who have Special Educational Needs (SEN). Many disabled pupils may receive support in school through the SEN framework and in some cases, the substantial disadvantage that they experience may be overcome by support received under the SEN framework and therefore, there will be no obligation for the school or local authority to make reasonable adjustments. However, in other cases, a disabled pupil may need reasonable adjustments to be made in addition to the special educational provision that they are receiving.

## Accessibility Plan

All Saints CE Federation aims to increase the accessibility of provision for all pupils, staff and visitors to the school and therefore, an **Accessibility Plan** has been developed to ensure that:

- The extent to which disabled pupils can participate in the curriculum is increased
- The physical environment of the school is improved to enable disabled pupils to take better advantage of education, benefits, facilities and the services provided
- The availability of accessible information to disabled pupils is improved.

The plan is also structured to support the school's Equality Objectives and has taken into consideration findings from an Accessibility Audit, which was carried out December 2018, by various members of staff. This Accessibility Audit will be undertaken on an annual basis and the Accessibility Plan will be reviewed at least every three years. OFSTED inspections may look at the Accessibility Plan and its implementation as part of their review.

The Accessibility Plan can be found in **Appendix 1**.

## The Public Sector Equality Duty

Following the introduction of the Equality Act 2010, the Public Sector Equality Duty (PSED), came into force in April 2011. The PSED sets out the requirements for all public bodies when carrying out their day to day work and has two main parts:

### The 'general' equality duty

The general duty requires All Saints CE Federation to have 'due regard', or think about the need to:

- **Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act**
- **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**

**All staff are responsible for having due regard for the three general equality aims.**

The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Details of how All Saints CE Federation is working with due regard to the general equality duty aims are outlined in **Appendix 2**.

### The ‘specific duties’

The ‘specific duties’ require All Saints CE Federation to do the following:

- Publish information annually to show compliance with the general equality duty.
- Prepare and publish one or more specific and measurable equality objectives at least once every four years and publish an update on progress towards these objectives annually.

## Equality Objectives 2017-2021

As stated above, All Saints CE Federation is required to set specific and measurable equality objectives. The development of these objectives has taken into account pupil data, attainment levels, evidence of any equality issues across all of our functions, issues that may be affecting people with protected characteristics and also acknowledged the three aims of the ‘general’ equality duty. These objectives have been agreed with the Governing Body, of whom Miss Lisa Cowen is the Chair. Our objectives are set out below:

<b>1</b>	To celebrate the cultural diversity of our community and show respect for all minority groups.
<b>2</b>	Develop the equality knowledge and skills of staff and governors through relevant training
<b>3</b>	To ensure that all pupils have equal access to the full range of educational opportunities provided by the school
<b>4</b>	We constantly strive to remove any forms of indirect discrimination that may form barriers to learning

Progress against these objectives will be reported on annually (please refer to **Appendix 2**).

## Publishing Equality Information

The specific duties aim to promote transparency in schools and to increase accountability to parents, carers and regulators. The publication of non-confidential equality-related data and information about All Saints CE Federation and its pupils will help parents to understand what we are doing to eliminate any potential discrimination, advance equality of opportunity and foster good relations. Published information will also be a resource for decision-makers within the school. Details of equality related information that we have published and the location of this data is outlined in the table below:

Document/Data	Published or N/A	Where is it published?
Equality Objectives	✓	School website (included in Equality Policy)
Annual update towards the equality duty and equality objectives	✓	School website (included in Equality Policy)
Accessibility Plan (including annual progress update)	✓	School website (included in Equality Policy)
Non-confidential equality data regarding pupil population at the school (gender, race, disabilities, Free School Meals, Children Looked After, language, SEN)	No	
School performance data e.g. attainment, absence/attendance	✓	School Website
Governing body minutes	No	Available from ERYC
Anti-bullying policy	✓	School Website
School development plan	No	
Equality training materials	No	
Parent and pupil surveys	No	
Non-confidential equality data regarding staff (if employ more than 150 people)	N/A	

## School Responsibilities

The Head Teacher/Head of Centres is responsible for:

- Providing accurate and appropriate information to the Governing Body to enable them to publish and demonstrate compliance with the Public Sector Equality Duty
- Making sure that steps are taken to address the school's stated Equality Objectives
- Ensuring that equality and accessibility plans are readily available and that the Governors, staff, pupils, parents and guardians know about them
- Providing regular information for staff and Governors about progress against the stated Equality Objectives and accessibility plan

- Making sure that all staff understand their responsibilities under the Public Sector Equality Duty and receive training and support to carry these out
- Ensuring that all policies and strategies when being developed, implemented and reviewed do not create inequality and have a positive impact by reducing and removing inequalities and barriers that may already exist
- Taking appropriate action in cases of discrimination, harassment and victimisation

**All staff are responsible for promoting equality in the workplace, adhering to the regulations of the Equality Act 2010 and following the All Saints CE Federation Equality Policy.**

## References

*Department of Education, Equality Act 2010, Advice for School Leaders, School Staff, Governing Bodies and Local Authorities, September 2012*

*Equality & Human Rights Commission, Public Sector Equality Duty Guidance for Schools in England, 2014*

*Equality & Human Rights Commission, Reasonable Adjustments for Disabled Pupils Guidance for Schools in England, 2015*

*GEO, Equality Act 2010: Specific Duties to Support the Equality Duty. What do I need to know? A Quick Start Guide for Public Sector Organisations, 2011, p6*

## Appendix 1: All Saints CE Federation Accessibility Plan 2018-2021

An Accessibility Plan has been drawn up in line with current legislation and requirements as specified in Schedule 10 (relating to Disability) of the Equality Act 2010. The Accessibility Plan has been developed to cover the three year period until December 2021 and is based on the findings of the recently completed Accessibility Audit.

The Accessibility Audit will be completed by the school every year in order to inform the development or revision of the Accessibility Plan and School Governors are accountable for ensuring the implementation, review and reporting of progress of the Accessibility Plan on an annual basis.

It may not be feasible to undertake all of the works during the life of this Accessibility Plan and therefore some items will roll forward into subsequent plans.

**The plan shows the ways in which All Saints CE Federation intends, over time, to achieve the following three aims:**

- *Improve access to the physical environment of the school, adding specialist facilities as necessary. This covers reasonable adjustments to the physical environment of the school and physical aids to access education.*
- *Increase access to the curriculum for pupils with a disability, expanding and making reasonable adjustments to the curriculum as necessary to ensure that pupils with a disability are as, equally, prepared for life as are other pupils. This covers teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or school visits. It also covers the provision of specialist aids and equipment, which may assist these pupils in accessing the curriculum.*
- *Improve and make reasonable adjustments to the delivery of written information to pupils, staff, parents and visitors with disabilities. Examples might include handouts, timetables, textbooks and information about the school and school events. The information should be made available in various preferred formats within a reasonable time frame.*

**The Accessibility Plan is structured to complement and support the school's Equality Objectives, and will similarly be published on the school website. It should be read in conjunction with the following school policies, strategies and documents: Behaviour Management Policy, Curriculum Policies, Emergency Plan, Health & Safety Policy, School Improvement Plan, Special Educational Needs Policy and the Teaching and Learning Policy.**

**Accessibility Plan 2018-2021**

**Aim 1 - Increase the extent to which disabled pupils can participate in the curriculum**

Outcome	Action	Timescale	Responsible person	Resource implication costs/source of funding	Progress/evaluation
Children and adults More disabled pupils play a full part in curriculum opportunities	Raise awareness of different disabilities.	2018 - 2020	Headteacher Deputy Headteacher SENCO	EHCP funding Sports Premium	
	Increase opportunities for disabled children to be involved in curriculum activities.				
	Ensure resources are appropriate for children with disabilities.				
	Highlight opportunities on medium term planning.				

**Aim 2 - Improve the physical environment of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided**

Outcome	Action	Timescale	Responsible person	Resource implication costs/source of funding	Progress/evaluation
Improve signage around the school	Contact PFI management to renew painted floor markings.	2018-2019	Headteacher SBM	School Budget	
	Provide signage in the reception area to signpost visitors in the right direction.	Summer 2018	Premises manager	School budget	
	Extra lighting to be put in place on the playground	Summer 2018	Headteacher SBM	School budget	

**Aim 3 - Improve the availability of accessible information to disabled pupils**

Outcome	Action	Timescale	Responsible person	Resource implication costs/source of funding	Progress/evaluation
Consider all users in relation to information that is provided	To look at ways to improve letters to all users and make even more accessible	2018-2019	Headteacher SBM Admin Team Class Teachers	Photocopying School budget	

## Appendix 2: All Saints CE Federation's Annual Update on Progress towards the Equality Duty and the Equality Objectives (2017-18)

### Compliance with the Equality Duty

As set out within the Public Sector Equality Duty (PSED), all public sector bodies are subject to the three aims of the 'general' equality duty, when exercising their functions, and must have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not

Further to the general duties of the PSED, as above, public bodies are subject to 'specific duties'. One of which, is to publish information to show compliance with the Equality Duty and how the three aims of the general equality duty have been considered as part of the decision-making process.

Please see the table below which shows how All Saints CE Federation has paid due regard to the three aims:

General Equality Duty Aims	Examples/Evidence for 2017/18
<p><b>Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act</b></p>	<p>Exclusions and incidents of hate crime are reported to governors termly through the Headteacher's Report.</p> <p>Staff know how to identify unlawful discrimination and have procedures in place to report it. Equality policy has been discussed and is on the server for staff to access.</p> <p>Whole school training has taken place to develop the understanding of and promote inclusivity of all disabilities within the school community.</p>
<p><b>Advance equality of opportunity between people who share a protected characteristic and people who do not share it</b></p>	<p>Pupil achievement is monitored by race, gender and disability and any trends or patterns in the data that may require additional action to narrow the gap are addressed.</p> <p>All staff are aware of the school's Equality Plan.</p> <p>The talents of disabled pupils have been recognised and represented in Gifted and Talented programmes, and representation on the programmes fully reflects the school population in terms of race and gender.</p> <p>Children with disabilities take part in all aspects of the curriculum, including educational visits and journeys; lunchtime activities; PE and dance and assemblies.</p> <p>There is an inclusive approach to ensuring all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the School Council by election or co-option); class assemblies; fund raising etc.</p> <p>Extended school activities such as breakfast and after-school clubs take into account pupil needs and access issues and pupils attending reflect the</p>

	<p>diversity of the school population in terms of race, gender, disability and socio-economic status.</p> <p>Staff, pupils, parents and carers have been involved in the development of the Equality Policy through input and feedback from surveys, staff meetings, school council meetings, parents' evenings etc.</p>
<p><b>Foster good relations across all characteristics between people who share a protected characteristic and people who do not share it</b></p>	<p>Promotion of shared values through the school's three rights. This is on-going and is promoted through school assemblies as well as underpinning daily life in school. Year 6 used this as part of their theme for the end of year production.</p> <p>Promotion of positive images which reflect the diversity of the school and community in terms of race, gender and disability, for example in assemblies, books, publications and learning materials and in classroom/corridor display.</p> <p>Children have been given the opportunity to interact with people from different backgrounds and build positive relationships, including links with different schools and communities. Projects such as Archie B and Planet IT as well as the Hull and East Yorkshire Children's University link</p> <p>Children are able to understand others and value diversity as well as place importance on shared values, awareness of human rights and how to apply and defend them. Teacher planning throughout the curriculum as well as taught sessions of PSHE, Black History,</p> <p>Provided opportunities for pupils, families and the wider community to take part in activities, events and services which build positive interaction and achievement for all groups. This can be demonstrated through various events such as the Macmillan coffee morning, SEND coffee morning as well as family stay sessions.</p>

All Saints CE Federation collect information relating to pupils, or any other people who are affected by the schools policies and practices, who share a protected characteristic. This is used as a resource for decision-makers within the school.

Non-confidential equality-related data and information about All Saints CE Federation and our pupils, is published in order to help parents understand what we are doing towards the three aims (*please refer to the 'Publishing Equality Information' section of the policy for details of the information the school has and where it is published*).

## Progress against the Equality Objectives

The other 'specific' duty is to develop and publish measurable equality objectives that are needed to further the three aims of the 'general' equality duty and to publish an update on progress towards these on an annual basis. The table below provides an update on All Saints CE Federation's equality objectives for 2017/18.

Equality Objective	Progress in the last school year 2017/18
<p><b>To celebrate the cultural diversity of our community and show respect for all minority groups</b></p>	<p>Long term plan for British Values in place – links highlighted in planning RE curriculum audit PHSE audit</p>
<p><b>Develop the equality knowledge and skills of staff and governors through relevant training</b></p>	<p>Equality has been discussed during the year at staff meetings and is part of the Headteacher's report to governors.</p>
<p><b>To ensure that all pupils have equal access to the full range of educational opportunities provided by the school</b></p>	<p>Monitoring of children's work demonstrated that there was equality of learning opportunities in subjects monitored.</p>
<p><b>We constantly strive to remove any forms of indirect discrimination that may form barriers to learning</b></p>	<p>Translation services for parents using Google Translate.</p>