

# Ibstock Junior School



## Equality Policy

Signed \_\_\_\_\_ Head Teacher

Signed \_\_\_\_\_ Chair of Governors

Date \_\_\_\_\_ November 2018

Review Date \_\_\_\_\_ November 2021

## **CONTENTS**

Monitor and Review .....	3
Legal Duties .....	4
Promoting Equality Duties .....	5
Our Ethos .....	6
Responsibility .....	7

### **Monitor and Review**

Every three years, we will review this policy in relation to any changes in our school profile. Our equality objectives will form part of our overall school improvement plan and therefore will be reviewed annually as part of the school improvement process. These equality objectives will be published on the school website.

Date Approved by the Governing Body: November 2018

Date to be reviewed by the Governing Body: November 2021

---

## **Legal Duties**

As a school we welcome the introduction of the Public Sector Equality Duty (PSED) under the Equality Act 2010. The PSED requires the school to '**have due regard to the need to**':

- eliminate discrimination and other conduct prohibited by the act,
- advance equality of opportunity between people who share a protected characteristic and those 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.

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:

- disability
- race (includes ethnic or national origins, colour or nationality)
- gender (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief (includes lack of religion or belief)
- sexual identity
- age (for employees only)
- marriage and civil partnership (for employees)

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

- Publish equality information – to demonstrate compliance with the PSED
- Prepare and publish equality objectives.  
**We will not publish any information that can specifically identify any child**

To do this 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. 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 provisions 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 welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

### **Promoting Equality Duties**

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.
- Make reasonable adjustments to the curriculum, resources and buildings to try to avoid a disabled pupil being placed at a disadvantage. This includes providing auxiliary aids or services for disabled pupils.
- Consult and involve widely
- Strive to ensure that society will benefit

### **Our Ethos**

At Ibstock Junior School we believe that we provide a warm, friendly and caring environment in which to promote a sense of pride and purpose in all we do. High achievement, fairness and equality of opportunity for all pupils and staff are at the centre of all aspects of school life.

To achieve this we:

- create a happy and stimulating learning environment, which is inclusive of all pupils.
- expect high standards of behaviour from all pupils
- meet or exceed national standards and raise achievement through meeting the individual needs of the pupils.
- provide, through our teaching and ethos, for the social, moral, spiritual and cultural development of our pupils.
- encourage a partnership approach with our governors, parents and the wider community for the benefit of the pupils.
- value the cultural, linguistic and religious diversity of our community and society.
- develop self-esteem and confidence in order that the pupils can leave the school as caring, responsible and independent young people who are well prepared for the next stage of education.

### **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 prejudice related incidents occur we address them immediately and with equal priority. Racist incidents are reported to the Local Authority using their guidance material.

## 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 setting objectives to address these.
Headteacher	As above including: Promoting key messages to staff, parents and pupils about equality Making sure that staff parents and carers know what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that all members of staff have appropriate skills to deliver information about equality including raising pupil awareness. Ensuring that all members of staff are aware of their responsibility to record and report prejudice related incidents.
Leadership Team	To support the Head teacher as above Ensuring fair treatment and access to services and opportunities. Ensuring that all staff is aware of their responsibility to record and report prejudice related incidents.
Teaching Staff	Helping to deliver the right outcomes for pupils. Upholding the commitment made to pupils and parents/carers on how they can be expected to be treated. Designing and delivering an inclusive curriculum Ensuring teachers are aware of the responsibility to record and report prejudice related incidents.
Non-Teaching Staff	Supporting the school and the governing body in delivering a fair and equitable service to all stakeholders Upholding the commitment made by the head teacher on how pupils and parents/carers can be expected to be treated Supporting colleagues within the school community Ensuring non-teaching staff are aware of the responsibility to record and report prejudice related incidents
Parents	Taking an active part in identifying barriers for the school community and informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the school to meet the duties under the Equality Act.
Pupils	Supporting the school to achieve the commitment made to tackling inequality. Reporting any prejudice related incident to an adult.

School Community	Responsibility
Local Community Members	Taking an active part in identifying barriers for the school community and informing the governing body of actions that can be taken to eradicate these  Taking 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.

**We will ensure that the whole school community is aware of the Equality Policy, our published equality information and equality objectives by publishing them on the school website and newsletter.**

### **Complaints**

Complaints with regard to this policy will be dealt with via the schools complaints procedure, a copy of which is available from the school office.

Further guidance for parents and carers and school governors on the Equality Act 2010 can be found on Leicestershire County Council's Website:

[http://www.leics.gov.uk/index/jobs/jobs\\_equalities/jobs\\_equal-opportunities-policy-statement.htm](http://www.leics.gov.uk/index/jobs/jobs_equalities/jobs_equal-opportunities-policy-statement.htm)