

Equality Policy



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| Author | SM |

1. About the Equality Policy

Promoting equality means treating people fairly, valuing differences and removing the barriers that prevent people from fully participating in school life and realising their full potential. Over recent years, we have worked extremely hard to reduce inequality. Yet we know that people still experience disadvantage and unfair treatment simply because of who they are or the background they come from.

Whale Hill Primary School is committed to taking positive action that will open up the curriculum and its associated activities, services and opportunities to everyone, ensure that difference and diversity is embraced, and that people are always treated fairly and with respect.

This Policy sets out the key principles of equality that will guide the way in which we make decisions, provide services; recruit and support our employees; work with other organisations; and involve local people. It will be supported by strategies and action plans that set out the objectives and activities that will ensure we meet our Equality Duty. These documents are referred to throughout this Policy, and can be viewed by requesting a copy from the Head teacher or in the case of some documents, our website.

2. Our Vision and Values

Whale Hill Primary School is committed to ensuring equality, fairness, inclusion and good relations are at the heart of everything we do, be it policy-making, service delivery or employment practice.

School Aims: The staff and Governors regularly review the aims of the school and endorse the following aims: - Whale Hill is an inclusive school - we value all our pupils equally, and all the staff at Whale Hill are prepared to 'go the extra mile' to develop the children's fullest potential.

Our aims are: -

- **To nurture happy, lively and well balanced children with active and enquiring minds**
- **To enlarge children's knowledge and develop their skills**
- **To foster tolerance, respect for others and increase children's awareness of moral and spiritual values**
- **To help children become active participants and responsible citizens, able to live their lives as completely as they are equipped to live.**

Our expectations of children are always high. We want them to work hard, enjoy school life, behave appropriately and take responsibility within the school.

Our commitment to promoting equality is reflected in the values that guide the way in which the school is managed:

- Openness, fairness and accountability
- Involving and listening to our citizens
- Valuing our people

- Continuous improvement
- The core values on which our ethos is based

3. Our Legal Responsibilities

Whale Hill Primary School will meet all of its Legal Duties in respect of equality and diversity. The key piece of legislation is the Equality Act 2010, which came into effect in October 2010. It replaces and consolidates the raft of anti-discrimination laws with a single Act, and has implications for us as an employer and a service provider.

The Act contains a new Public Sector Equality Duty, which requires all public bodies and private bodies that deliver a public function, to consider the needs of diverse groups when designing and delivering services. Under the Act, Whale Hill Primary School must have due regard to the need 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; and
- Foster good relations between people who share a protected characteristic and those who do not.

Having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to 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.
- Tackling prejudice and promoting understanding between different communities

Whale Hill Primary School must also comply with the Conventions contained within the **Human Rights Act 1998**, which sets out the fundamental rights and freedoms that individuals in the UK have access to.

The following websites provide a wealth of useful information about Equality and Human Rights:

www.equalityhumanrights.com www.homeoffice.gov.uk/equalities
www.acas.co.uk

4. Who Are we Protecting?

The Equality Act 2010 protects people on the grounds of specified “protected characteristics.”

- Age
- Sex

- Disability and caring responsibilities
- Gender reassignment (transgender)
- Sexual orientation
- Pregnancy and maternity leave
- Religion, belief or faith
- Race or ethnicity
- Marital status or civil partnership

We also recognise that one of the main factors that contribute to inequality is poverty. Indeed, poverty can often have a disproportionate impact on protected groups. We have therefore broadened the scope of our equality work to encompass social class, income or housing circumstance. At our school we will use the Free School Meal indicator to help us analyse our work in this area and the IDACI report.

5. Who is Responsible for Equalities?

Equality is the responsibility of every governor and employee of Whale Hill Primary School, as well as organisations who provide services on behalf of Whale Hill Primary School.

Our parents and carers also have a responsibility to treat our staff with dignity and respect, and to tell us if they require assistance or adjustments to enable them to access our services. We can't help if we don't know help is needed.

Overall responsibility for ensuring that our decisions are compliant with equality legislation lies with Whale Hill Primary Schools Governing Body, who will be supported by the Head teacher and Leadership Team, to whom they may delegate the day to day management of this area of work. We will follow a robust process to ensure we consciously think about the aims of the equality duty as part of our decision-making process.

All staff have a professional responsibility to keep up to date with equalities legislation by attending training events organised by the school or Local Authority or recognised training provider. A School Council have been established to drive forward the equalities agenda, ensuring equality is built into everything we do as an organisation from a child's point of view.

6. Making Fair Decisions

Every day, decisions are made within Whale Hill Primary School that affect the lives and relationships of pupils, families and its employees.

Equality Analysis will be used when required as a tool to help us make fair, sound and transparent decisions that are based on a robust understanding of the needs and rights of the groups and individuals who may be affected. We will seek advice from our Governor Support Service or Human Resources Advisor when this process needs to be formally undertaken. When advised that we should do so, the Governors of Whale Hill Primary School will then make use of the Local Authorities Equality Analysis

Process to ensure that equality analysis is exercised in substance, with rigour and an open mind in such a way that influences the final decision. It will also be used to identify positive actions that will mitigate any negative effects of our decision, or enhance any benefits for protected groups and others at risk of disadvantage.

Transparency in our decision-making will help us to foster good relations between different groups and individuals, by removing misunderstanding and suspicion. We will therefore ensure a written record, where appropriate, of the equality analysis in Minutes of Meetings, in relation to decisions that are taken by Governors.

7. Collating, Analysing and Reporting on Equality Information

We will collate, analyse and publish information about equality and diversity in the workforce, service delivery and where appropriate our communities. This will be used to help us develop and monitor equality objectives, inform our service planning and decision making, identify ways of improving performance and demonstrate compliance with the Equality Duty. This will be achieved via the School Census, data returns and school monitoring procedures.

We use this information to adjust future teaching and learning plans, as necessary. Resources are available to support groups of pupils where the information suggests that progress is not as good as it should be. The governing body receives regular updates on pupil performance information.

School performance information is compared to national data and Local Authority data, to ensure that pupils are making appropriate progress when compared to all schools, and to schools in similar circumstances.

As well as monitoring pupil performance information, we also regularly monitor a range of other information. This relates to:

- Exclusions and truancy
- Incidents of racism, disability, sexist incidents and all forms of bullying;
- Parental involvement
- Participation in extra curriculum activities
- Attendance

Our monitoring activities enable us to identify any differences in pupil performance. This allows us to take appropriate action to meet the needs of specific groups and to set targets in our strategic plan, in order to make the necessary improvements.

We will routinely ask staff and service-users to provide information about their personal characteristics. This will only be done where the information is relevant to the aims of the equality duty – for example if there are known inequalities in relation to a particular outcome or service. Whale Hill Primary School will always make it clear that disclosure of sensitive information is optional. However, without gathering some form of evidence, it may be difficult to monitor the impact of policies and procedures on certain protected groups. Whale Hill Primary School will endeavour to overcome this by creating a culture of trust whereby individuals are comfortable disclosing such information. Whenever we ask for equality

information, we will explain why the information is needed, how it will be used, and how we will ensure that privacy will be protected. Whale Hill Primary School will uphold its duty to protect an individual's right to privacy, and will not publish information that could identify an individual. Nor will the information be used to identify an individual or make a decision about them purely on the grounds of the information that has been provided in relation to their protected characteristics. All personal data will be processed in accordance with the Data Protection principles and in compliance with our Data Protection Policy.

8. Making our services accessible and easy to use

We constantly strive to deliver services that are easily accessible by all who need them, and to support people to participate in public life. This in turn will help us achieve our duty to foster good relations between different groups and individuals. We are committed to having conversations with residents, service users and customers to develop an understanding of how we can break down barriers and better meet their needs. This may involve making adjustments to the way we deliver services where it is reasonable to do so. Relevant actions are detailed within our School Improvement Plans or teachers curriculum planning.

Through our School Improvement Plan we will make our activities and services more accessible and inclusive, and encourage people from diverse backgrounds to come together to identify and tackle local issues. We are committed to engaging effectively with parents and carers, pupils and other stakeholders. We will actively seek their views about Whale Hill Primary School and the services they receive, as well as involving them in shaping services, curriculum delivery and decision-making. We actively support those who find it difficult to express themselves (for example children who have physical or learning disabilities will be supported when a questionnaire is used).

9. Agreeing what we will do to advance equality and making sure we do it Promoting Equality through the Curriculum Learning and Teaching

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, teaching and learning will:

- Ensure quality of access for all pupils and prepare them for life in a diverse society;
- Promote attitudes and values that will challenge discriminatory behaviour; -Provide opportunities for pupils to appreciate their own culture and religions and celebrate the diversity of other cultures;
- Use a range of sensitive teaching strategies when teaching about different cultural and religious traditions;
- Develop pupils' advocacy skills so that they can detect bias, challenge discrimination, leading to justice and equality;
- Ensure that the PSHE and Citizenship curriculum cover issues of equalities, diversity, religion, human rights and inclusion;
- Seek to involve all parents in supporting their child's education;

- Provide educational visits and extra-curricular activities that involve all pupil groupings;
- Take account of the performance of all pupils when planning for future learning and setting challenging targets;
- Make best use of all available resources to support the learning of all groups of pupils;
- Identify resources that support staff development.

Learning Environment

There is a consistently high expectation of all pupils regardless of age, gender, ethnicity, ability or social background. All pupils are encouraged to improve on their own achievements and not to measure themselves against others. Parents are also encouraged to view their own children's achievements in this light.

To secure the desired outcomes we recognise:

Teacher enthusiasm is a vital factor in achieving a high level of motivation and good results from all pupils. We will use materials that reflect a range of cultural backgrounds, without stereotyping. All subject departments, where appropriate, promote and celebrate the contribution of different ethnic groups to the subject matter. Adults in the school will try to provide good, positive role models in their approach to all issues relating to equality of opportunity.

The school must place a very high priority on the provision for Special Educational Needs and Disability. We aim to meet all pupils' learning needs including the more able by carefully assessed and administered programmes of work.

The school must provide an environment in which all pupils have equal access to all facilities and resources. All pupils are to be encouraged to be actively involved in their own learning. A range of teaching methods are to be used throughout the school to ensure that effective learning takes place at all stages for all pupils.

Curriculum

At Whale Hill Primary School, we aim to ensure that our:

Planning reflects our commitment to equality in all subject areas and cross-curricular themes promote positive attitudes to equality and diversity. Pupils will have opportunities to explore concepts and issues relating to identity and equality. All steps are taken to ensure that all pupils have access to mainstream curriculum by taking into account the cultural and lifestyle backgrounds of all pupils, their linguistic needs are taken into account and their learning styles are considered.

Ethos and Atmosphere

At Whale Hill Primary School, we are aware that those involved in the leadership of the school community are instrumental in demonstrating mutual respect between all members of the school community. There should be an openness of atmosphere that welcomes everyone to the school. The children are encouraged to greet visitors to the school with friendliness and respect. The displays around the school are of a high quality and reflect diversity across all aspects of equality of opportunity and are frequently monitored. Although physical access to the school is difficult under normal circumstances, vehicular access to a safe parking space can be easily arranged for disabled visitors; Provision is made to cater for the spiritual needs of all the children through planning of assemblies, classroom based and externally based activities.

Resources and Materials

The provision of good quality resources and materials within Whale Hill Primary School is a high priority. These resources should: Reflect “the reality of an ethnically, culturally and sexual diverse society;”

Reflect a variety of viewpoints; Show positive images of males and females in society including people with disabilities; they should not include explicitly and implicitly racist, sexist, homophobic or ageist materials.

Language

We recognise that it is important that all members of the school community use appropriate language which:

- Does not transmit or confirm stereotypes;
- Does not offend;
- Creates and enhances positive images of particular groups identified at the beginning of this document;
- Creates the conditions for all people to develop their self-esteem;
- Uses correct terminology in referring to particular groups or individuals e.g. Inuit rather Eskimo, Native Americans rather than Red Indians.
- Use, when possible, first language effectively for learning

Extra-Curricular Provision

It is the policy of this school to provide equal access to all activities from an early age e.g. girls playing football, boys playing netball and mixed teams wherever possible. We undertake responsibility for making contributors to extra-curricular activities aware of the school’s commitment to equality of opportunity (e.g. sports helpers, coach drivers) by providing them with written guidelines drawn from this policy. We work to ensure that all such non-staff members who have contract with children adhere to these guidelines.

An example of provision for pupils from an identifiable group: Bilingual pupils at Whale Hill Primary School.

We would undertake to make appropriate provision for all EAL/bilingual children to ensure access to the whole curriculum. These groups have included:

- Traveller and Gypsy Roma children;
- Those from refugee families;
- Pupils with whom English is an additional language;
- Pupils who are new to the United Kingdom.

Personal Development and Pastoral Guidance

All pupils/staff/parents/carers are given support as appropriate when they experience discrimination. We also recognise that the perpetrators of discrimination are themselves sometimes victims of their personal circumstances and therefore where appropriate remedial work is done to ensure that the actions do not occur again. Positive role models are used when the opportunity arises throughout the school to ensure that different groups of pupils can see themselves reflected in the school community. Emphasis is placed on the value that diversity brings to the school community rather than the challenges.

Staffing and Staff Development

We recognise the need for positive role models and distribution of responsibility among staff. This must include pupil's access to a balance of male and female staff at each key stage. We undertake to encourage the career development and aspirations of all individuals. It is our policy to provide staff with training and development, which will increase awareness of the needs of different groups of pupils in the various dimensions of equality of opportunity. We will agree clear and challenging objectives in our School Improvement Plan that will focus our efforts on improving the lives of children at risk of inequality, exclusion and lower than expected attainment. These state what we want to achieve, and are supported by clear actions and measures of performance. The objectives are included within Whale Hill Primary School's strategic planning document: the School Improvement Plan. They will also be included in our Leadership action plans and other key documents. This will ensure that equality is an integral part of our day-to-day business planning and activities. Progress towards achieving these objectives will be monitored as part of Whale Hill Primary School's Performance Management systems.

10. Employing, Supporting and Developing our People

We will treat all of our staff, and anyone who applies to work for us fairly and equally. Our employment practice is guided by the principles of equality and fairness. This includes recruitment, terms and conditions, appraisals, learning and development, promotion and when ending employment. Our activities and approach to achieving this are available via our Human Resources department.

We want our staff to reflect the diversity of the communities that we serve, and will ensure we follow guidance from the Local Authority when we recruit that may include taking steps to encourage applications from groups who we know are under-represented in our workforce.

All employees should be treated with respect and dignity in the workplace. Whale Hill Primary School will not tolerate bullying and harassment in any form, and the Staff Code of Conduct Policy sets out how individual members of staff might raise concerns they have about actions taking place within the workplace. It specifically covers issues around bullying and harassment; grievances and whistle blowing. Employees from protected groups will be supported and encouraged to organise their own interest groups where they can meet to share information, raise concerns and raise awareness. We will adopt a range of methods to ensure an inclusive approach to engaging with staff about issues that affect them. This may include trade unions, team meetings; staff surveys, focus groups and written communication.

11. Protecting People

Safeguarding children, young people and vulnerable adults is everybody's business, wherever they work and whatever they do for Whale Hill Primary School. This includes staff, volunteers and people who work for organisations that provide services on behalf of Whale Hill Primary School. We will endeavour to ensure all staff and elected members are trained in Safeguarding Awareness. The Teeswide Inter-agency Policy, Procedure and Practice Guidance is used to assist staff of all agencies in working together to identify and support adults who may be vulnerable to abuse and/or mistreatment.

Whale Hill Primary School has an absolute commitment to the well-being of children and young people. Our anti-bullying policy aims to reduce incidents of bullying that involve children and young people, and to encourage children, young people and adults to show respect and consideration for others. The STSCP (South Tees Children Safeguarding Partnership) is responsible for agreeing how organisations in Redcar & Cleveland co-operate to safeguard and promote the welfare of children and young people and ensure the effectiveness of what they do. More information, including policies and procedures to safeguard children and young people to be followed by staff are published on the STSCP website. We will continue to work with our partners to tackle domestic and sexual violence, and will implement our part in the Local Authority Partnership Domestic and Sexual Violence Reduction Strategy to ensure that all residents in the Borough have a fundamental right to live their lives in an environment which will not tolerate domestic violence, will support victims/survivors and will hold perpetrators accountable for their actions. At Whale Hill Primary this has included specific works with groups of pupils. Whale Hill Primary School is also committed to working in partnership to ensure that hate crime is not tolerated within our communities and neighbourhoods. Hate crime is motivated because of prejudice, hostility or hatred towards a person, family or groups because of their sexuality, gender identity, disability, ethnicity, religion or faith. It can include physical attacks to a person or their property, threats, verbal abuse and insults. Nobody should suffer because of who they are, and nobody should put up with it. Through the planned curriculum and when opportunities arise we will tackle incidents as well as raise awareness of hate crime, encourage victims to report incidents, support known victims and take actions against offenders as necessary.

13. Other Relevant Policies, Procedures, Strategies and Guidance

In addition to the many documents referred to within this policy, Whale Hill Primary School has in place a range of policies, procedures, strategies and guidance that have an important role in ensuring we are meeting the needs of, and advancing equality for protected groups.