



Equality Policy

Introduction

We welcome our duties under the Equality Act 2010 as both a provider of education and as an employer.

We believe that all pupils and members of staff should have the opportunity to fulfil their potential whatever their background, identity and circumstances. We are committed to creating a community that recognises and celebrates difference within a culture of respect and co-operation. We appreciate that a culture which promotes equality will create a positive environment and a shared sense of belonging for all who work, learn and use the services of our school. We recognise that equality will only be achieved by the whole school community working together – our pupils, staff, governors and parents/carers.

This document outlines the principles which will guide our approach to working with our school community and enabling an open culture.

For staff and prospective staff, this policy should be read in conjunction with the school's Employment Equality Policy.

National and Legal Context

We recognise that we have duties under the Equality Act 2010 in relation to the school community to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (applicable only to staff), disability, gender reassignment, race, sex, maternity and pregnancy, religion or belief, sexual orientation and marriage and civil partnership (applicable only to staff).

We also recognise that we have a duty under the Education & Inspections Act 2006 to promote community cohesion, i.e. developing good relations across different cultures and groups.

We also appreciate that these duties reflect the international human rights standards as expressed in the UN Convention on Rights of the Child, the UN Convention on the Rights of People with Disabilities,

and the Human Rights Act 1998.

School Context

Ecchinswell and Sydmonton CE Primary School is a very small primary school, as detailed in Appendix A.

Principles

To fulfil our legal obligations, we are guided by a number of principles.

1. All pupils, families and staff are of equal value

We see all pupils, potential pupils, their parents and carers, and staff as of equal value:

- Whether or not they are disabled
- Whatever their ethnicity, culture, national origin or national status
- Whatever their sex
- Whatever their gender identity
- Whatever their religious and non-religious affiliation or faith background
- Whatever their sexual orientation
- Whatever their marital status
- Whether they are currently pregnant or have recently given birth
- Whatever their age

2. We recognise and respect difference

We recognise that treating people equally does not necessarily involve treating them all the same. We recognise that our policies, procedures and activities must not discriminate but must take account of diversity and the kinds of barriers and disadvantage that staff, parents/carers or pupils may face in relation to their protected characteristics:

- Disability – we understand that reasonable adjustments may need to be made. •

Sex – we recognise that girls and boys, men and women have different needs.

- Gender reassignment – we recognise an individual has the protected characteristic of gender reassignment if they are proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex.

- Religion and belief – we acknowledge that reasonable requests in relation to religious observance and practice may need to be made and complied with.
- Ethnicity and race – we appreciate that all have different experiences as a result of our ethnic and racial backgrounds.

- Age – we value the diversity in age of staff, parents and carers.
 - Sexual orientation – we respect that individuals have the right to determine their own sexual identity and that they should not experience disadvantage as a result of their preference.
- Marriage and civil partnership – we recognise that our staff, parents and carers may make their own personal choices in respect of personal relationships and that they should not experience disadvantage as a result of the relationships they have.
 - Pregnancy and maternity – we believe that our staff, parents and carers should not experience any unfair disadvantage as a result of pregnancy or having recently given birth

3. We foster positive attitudes and relationships, and a shared sense of cohesion and belonging

We intend that our policies, procedures and activities should promote:

- positive attitudes and interaction between groups and communities different from each other
- an absence of harassment, victimisation and discrimination in relation to any protected characteristics

4. We observe good equalities practice in relation to staff

We ensure that our policies and practices for all staff and potential staff throughout the employment lifecycle, i.e. from recruitment through to the cessation of employment and beyond, are applied fairly and consistently across all groups with full respect for legal rights, taking into account aspects applicable to particular groups (e.g. duty to make reasonable adjustments for disabled staff).

5. We aim to reduce and remove inequalities and barriers that already exist

We intend that our policies, procedures and activities avoid or minimise any possible negative impacts and we aim to reduce inequalities that exist between groups and communities different from each other.

6. We consult and involve to ensure views are heard

In our development of policies, we engage with groups and individuals, including pupils who are affected by a policy or activity to ensure that their views are taken into account. For policies and activities affecting pupils, we will take account of views expressed at school council; for parents, through parent governor representation and for staff, through staff governor representation. Where

necessary, we will consult more widely with specific groups.

7. We aim to foster greater community cohesion

We intend that our policies, activities and curriculum offer foster greater social cohesion and provide for an equal opportunity to participate in public life irrespective of the protected characteristics of individuals and groups.

8. We base our practices on sound evidence

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We maintain and publish information annually to show our compliance with the public sector equality duty, set out under section 149 of the Equality Act 2010. Our current equality information can be found in Appendix A to this policy statement.

Where schools have less than 150 staff, the Governing Body will not be required to publish information in relation to their staff, and therefore are only required to publish pupil-related data.

9. We set ourselves specific and measurable equality objectives

We develop and publish specific and measurable objectives every four years based on the evidence that we have gathered (principle 8) and the engagement we have been involved in (principle 7).

The objectives can be found in Appendix B to this policy statement and take into account both national, county and school level priorities.

We will set ourselves new objectives every four years, but keep them under review and report annually on progress towards achieving them.

Application of the principles within this policy statement:

The principles outlined in the policy statement will be applied and reflected in:

- The delivery of the school curriculum
- The teaching and learning within the school
- Our practice in relation to pupil progress, attainment and achievement
- Our teaching styles and strategies
- Our policies and practice in relation to admissions and attendance
- Our policies and practice in relation to staff
- Our care, guidance and support to pupils, their families and staff
- Our policies and practice in relation to pupil behaviour, discipline and exclusions •

Our partnership working with parents and carers

- Our contact with the wider school community

Addressing prejudice and prejudice-related bullying

The school is opposed to all forms of prejudice including, but not limited to prejudice related to protected characteristics. We will ensure that prejudice-related incidents in relation to staff and pupils are recorded and dealt with appropriately.

Roles and responsibilities

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented and that arrangements are in place to deal with any concerns or unlawful action that arises.

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The headteacher is responsible for implementation of this policy, ensuring that all staff are aware of their responsibilities and given appropriate training and support and for taking appropriate action in any cases of unlawful discrimination, harassment or victimisation.

All staff are expected to work in accordance with the principles outlined in this policy

- to:
- promote an inclusive and collaborative ethos in their practice
 - deal with any prejudice-related incidents that may occur
 - plan and deliver curricula and lessons
 - support pupils in their class who have additional needs

Date approved by the Governing Body: September 2022

Date for policy review: September 2026

Equalities Information Appendix A

We recognise that the public sector equality duty has three aims, to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under 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.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, sex, gender re-assignment, age, pregnancy and maternity, marriage and civil partnership, religion or belief and sexual orientation).

We have also involved staff, pupils, parents and others in the following ways:

- parent questionnaires
 - involvement of the school council
 - staff survey
 - contact with parents representing pupils with particular protected characteristics •
- contact with the local community and disability organisations

Pupil-related data

- The school is considerably smaller than the average sized primary school nationally and considerably smaller than in the Basingstoke and Deane area. It is smaller than schools within our cluster

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within our local cluster of schools, currently having (September 2022) 56 pupils on roll: 52% boys and 48% girls.

- It serves a mixed catchment, with over a third of families eligible for Free School Meals/Ever 38%, which is above the national average (21.3%).
- Most pupils live in the catchment area (covering a wide geographical area) which comprises some social, Housing Association and owner occupied dwellings.
- 18% of the school is on the Special Needs Register which is above National Average (12.2%). 4% of children have an EHCP against 1.3% nationally.
- We have no children from service families.
- 5% of the children are from ethnic groups other than White British which compares with 32.3% nationally.
- None of our children have English as an Additional Language, compared with the national average of 20.7%
- The ethnic background of pupils (based on declarations made by parents upon admission, and an annual data collection rounds) is as follows: 95% White British, 5% white and black African

Date of publication of this appendix: September 2022

Date for review and re-publication: September 2023

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Equality Objectives Appendix B We recognise that the public sector equality

duty has three aims, to:

- *eliminate unlawful discrimination, harassment and victimisation and other conduct under 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*

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender re-assignment, age, pregnancy and maternity, marriage and civil partnership, religion or belief and sexual orientation).

We have also involved staff, pupils, parents and others in the following ways:

- parent questionnaires
- contact with parents representing pupils with particular protected characteristics •
- contact with the local community and disability organisations

Having referred to and analysed our equality information, we have set ourselves the following objective(s):

Objective 1: To raise standards in English – reading in the wider curriculum (This objective has been added to the School Strategic Plan 2022 – 2023 Key Issue 1)

Objectives	Success criteria (evidence – this is what it will look like)	Specific actions to ensure that success criteria are met (including CPD)	Who	Time	Monitoring Activities
To promote reading in the wider curriculum	Children will have experience of reading a range of genre and subject matter.	Collections of books made to promote diversity, making use of the Schools Library Service	English Leader	Summer Term 2023	Audit of book corners Audit of library Scrutiny of reading records Conference children

Objective 2: To continue to develop an engaging curriculum which ensures progress and prepares children for the future (This objective has been added to the School Strategic Plan 2022 – 2023 Key Issue 2)

Objectives	Success criteria (evidence – this is what it will look like)	Specific actions to ensure that success criteria are met (including CPD)	Who	Time	Monitoring Activities
To continue to construct a curriculum that is designed to give all learners the	All observed lessons will be good or better.	Pupils gain a greater awareness of diversity through the curriculum.	Headteacher Class teachers	Summer Term 2023	Plans scrutinised by headteacher to check for diversity within the curriculum

knowledge and skills they need to succeed in life.	Lesson planning is flexible to ensure lesson content meets the needs of all pupils. Attainment is in line with the year group expectation (these vary from cohort to cohort, dependent on needs of specific children) Attainment of pupil premium children is in line with year group ARE Progress of pupil premium children in each year group is strong. Staff are able to talk about progress of individual children (including SEND) and any barriers to learning and actions taken to address these, along with the impact. Children can talk about what they have learnt and can articulate why they are learning something and how this will help them in the future.				
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