

Chase Lane



Primary School and Nursery

Equalities Policy

January 2022

Title: Single Equalities Policy

Function: Information and Reference

Subject category: *Information Governance and Personnel*

Audience: All staff and Governors

Date of review: September 2024

Members of Staff responsible: Headteacher and IGP Committee

Chase lane Primary School and Nursery aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is 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 across all characteristics – between people who share a protected characteristic and people who do not share it

Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives to the Headteacher

The Headteacher will

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction.

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

Establishing good relations

The school aims to establish good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, personal, social, health and emotional (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues.
- Working with our local community and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures

Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Occurs during religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

Equality objectives

2020 - 2024

Ensuring Equality of Opportunity and Participation

Ensure that staff, parents and the Governing Board are aware of the Public Sector Equality Duty 2011.

Publish and promote the Single Equality Policy and Action Plan through staff induction, INSET, the school website and newsletters.

Ensure that learning activities provide opportunities for all pupils to achieve well, through carefully planned and challenging learning activities.

Embed the principles of 'Be The Best You Can Be' to the whole school community to promote positive learning behaviours.

Track progress of pupils with Special Educational Needs and/or Disabilities and disadvantaged pupils in all aspects of their achievement, attendance and extra- curricular participation.

Target support through intervention or extra provision, to ensure that all pupils make good progress.

Monitor attendance data to identify families who may require support to ensure good school attendance for all pupils.

Ensure that the school building removes all barriers to accessibility for disabled learners, staff and visitors.

Review and update the school's Accessibility Plan

Ensure that pupils' medical needs are identified and understood by all appropriate staff.

Ensure that pupils with medical needs are consulted in their individual health care plans.

Promoting Positive Attitudes

The teaching of PSHE, Citizenship and fundamental British values reinforces the school's own values of equality, tolerance and inclusion.

Teach a broad and balanced curriculum which promotes the spiritual, moral and cultural development and prepares children for adult life.

Review Safeguarding and Child Protection procedures to ensure that children are taught strategies that build resilience to extremism and radicalisation.

Teach pupils strategies to keep themselves safe online.

Implement the Essex agreed syllabus for Religious Education to develop greater awareness of different cultures and religious beliefs.

Eliminating Discrimination and Harassment

Ensure that race, equality, ethnic and cultural diversity are actively promoted and discrimination and intolerance are challenged.

Ensure that the Behaviour and Anti-bullying policies promote a positive and safe ethos throughout the school.

Invite the school council to review and evaluate the effectiveness of the current school rules.

Continue to teach pupils strategies to identify acts of bullying and to know what to do if they are victims of, or witness bullying in or outside of school.

Monitoring arrangements

The Headteacher will update the equality information we publish at least every year.

This document will be reviewed by the governing board at least every 4 years.

This document will be approved by the governing board.