

Upperby Primary School

Equality Policy



School Details

Acting Head teacher:

Mrs P Burns

Chair of Governors:

Mr W Atkinson

Policy Date:

November 2022

Policy Review Cycle:

Biannual

Next Review Date:

November 2024

Legislation

The Equality Act 2010 ("the Act") provides a modern, single legal framework with three broad duties:

- ☐ Eliminate discrimination;
- ☐ Advance equality of opportunity;
- ☐ Foster good relations.

Upperby Primary School understands the principle 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:

- ☐ Age;
- ☐ Disability;
- ☐ Race, colour, nationality, ethnic or national origin;
- ☐ Sex (including transgender);
- ☐ Gender reassignment;
- ☐ Maternity and pregnancy;
- ☐ Religion and belief;
- ☐ Sexual orientation; and
- ☐ Marriage and civil partnership (for employees).

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

- ☐ Publish equality information – to demonstrate compliance with the general duty across its functions - We will not publish any information that can specifically identify any child.
- ☐ Prepare and publish equality objectives - 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.

This may include the following functions:

Admissions;
Attendance;
Attainment;
Exclusions; and
Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however; where we find evidence that other functions have a significant impact on any particular group we may include work in this area.

Our Ethos

Our school is a place where:

- ☐ learning is fun;
- ☐ children are prepared for their future;
- ☐ all efforts are acknowledged and celebrated;
- ☐ everyone is valued and respected as an individual; we will educate our children about equality and diversity;
- ☐ everyone is encouraged to be part of and contribute to the community; and
- ☐ encourage everyone to make healthy life choices.

Addressing Prejudice Related Incidents

Upperby Primary 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 incidents still occur we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

Objectives

In achieving compliancy with the Act, objectives are set for two years with specific targets for each year.

Objective group	Objective
Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.	Narrow the gap in achievement between girls and boys for the combined score at the end of KS2. 2023 to narrow the gap to within 2 points for the combined total to ensure girls achieve higher. The target for 2023-2024 will be set at the end of 2023 based on results for KS2.
Community Cohesion	To increase to the number of multi-cultural experiences in school to develop awareness of different communities and religions. 2019- 2020 5 multi- cultural experiences during the year - this was not achieved due to COVID-19 2020 -2021 – Use Picture news to develop wider experiences of other cultures, including BLM and stand up for our communities, racism in football. This will be completed virtually. 2021 – 2022 To access trips and multicultural experiences in school – 5 multi-cultural experiences in school. 2022 – 2023 To access trips outside of the school environment to enrich the children’s experience / understanding.

Upperby Primary School will make reasonable adjustments to meet the needs of disabled pupils and implement an accessibility plan aimed at:

- (a) increasing the extent to which disabled pupils can participate in the curriculum;
- (b) improving the physical environment of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided; and
- (c) improving the availability of accessible information to disabled pupils.

The school's leaders accept and welcome their responsibility to have due regard in decision making and action to the possible implications for pupils with particular protected characteristics. They will consider equality implications before at the time that they develop policy and take decisions.

Responsibility

We believe that promoting equality is the whole school's responsibility. We promote equality by a range of measures which may include:

- (a) for pupils - implementation of policies on equal opportunities (including special needs, behaviour and anti-bullying);
- (b) for staff - implementation of policies on recruitment and selection, pay and code of conduct policy;
- (c) PSHE, SRE, RE and other elements within the curriculum that promote friendship and understanding about cultures and lifestyles;
- (d) employing specialist staff to support pupils with special needs or disabilities.
- (e) monitoring of welfare, with intervention and support where required;
- (f) taking steps to meet the particular needs of pupils or staff that have a particular characteristic.
- (g) encouraging all stakeholders in identifying and understanding equality barriers and recognising the impact on education.

Monitoring and review

This policy is monitored on a regular basis by the head teacher, who reports to governors about the effectiveness of the policy on request. The equality policy is the governors' responsibility and they review its effectiveness. They do this by discussion with the head teacher. The policy will be reviewed every two years

This policy was agreed by the governing body on 12th July 2018, 30th September 2020.

This policy was updated and reviewed by the governing body on 30th November 2022

Date of next review November 2024.