



Equality Information and Objectives Policy

Review: annually

F.G.B

Date	HT	Chair	Date of next review
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Statement of intent.

Weston on Trent C of E Primary School recognises that certain groups in society have historically been disadvantaged because of unlawful discrimination they have faced due to their race, sex, disability, gender reassignment, marriage/civil partnership, religion/belief, sexual orientation or age.

This policy will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within Weston on Trent C of E Primary School community and workforce.

Our school vision 'Let Your Light Shine' is designed to recognise that we are all different and that we are all entitled to 'shine' in our own way.

Legal framework

1.1 This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Special Educational Needs and Disability Regulations 2014
- Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- Public Sector Equality Duty (PSED)
- General Data Protection Regulation (GDPR)

1.2 This policy also has due regard for non-statutory guidance, including the following:

- DfE (2014) 'The Equality Act 2010 and schools'
- Equality and Diversity in Employment Statement Derbyshire County Council Personnel Handbook April 2017.

1.3 This policy operates in conjunction with the following school policies:

- Admissions Policy
- Complaints Procedures Policy
- Equal Opportunities Policy

1.4 The Equality Act 2010 provides a modern, single legal framework with three broad duties:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

1.5 For the purpose of this policy, the Equality Act 2010 will be referred to as 'the Act'

1.6 Weston-on-Trent C. of E. (Aided) Primary fully 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.

1.7 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).

1.8 The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions.
- In the way it provides education for pupils.
- In the way it provides pupils access to any benefit, facility or service.
- By excluding a pupil or subjecting them to any other detriment.

1.9 In order to meet our general duties, listed above, the law requires us to undertake some specific duties to demonstrate how we meet the general duties.

1.10 The responsible body for Weston on Trent C of E Primary School is the governing board.

1.11 Weston on Trent C of E Primary School's liability not to discriminate, harass or victimise does not end when a pupil has left Weston on Trent C of E Primary School, but will apply to subsequent actions connected to the previous relationship between school and pupil, such as the provision of references on former pupils or access to "old pupils" communications and activities

1.12 Weston on Trent C of E Primary School will promote equality of opportunity for all staff and job applicants and will work in line with the Equal Opportunities Policy.

1.13 Our annual objectives will detail how we will ensure equality is applied to the areas 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.

Principles and Aims.

Weston-on-Trent C. of E. (Aided) Primary's Equality Policy draws together all previous equality legislation and details how the Weston-on-Trent C. of E. (Aided) Primary is fulfilling the requirements of the Act.

Our School Aim

2.1 Weston on Trent C of E Primary School's aim of 'Let your light shine' expresses our belief in equality.

2.2 We see all learners and potential learners, and their parents, as of equal value, regardless of any protected characteristic.

2.3 Our policies, procedures and activities will not discriminate but must nevertheless take account of differences in life-experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.

2.4 Weston on Trent C of E Primary School will promote race equality and have due regard to eliminating unlawful racial discrimination, promoting equality of opportunity and good relations between people of different racial groups.

2.5 Weston on Trent C of E Primary School will promote disability equality, ensuring equality of opportunity, eliminating unlawful discrimination and disability-related harassment and encouraging participation by disabled people in public life.

2.6 Weston on Trent C of E Primary School will promote gender equality by eliminating unlawful discrimination and harassment, and promote the equality of opportunity between men and women, girls and boys.

2.7 Weston on Trent C of E Primary School is opposed to all forms of prejudice and recognises that children and young people who experience any form of prejudice-related discrimination may fare less well in the education system.

2.8 Weston on Trent C of E Primary School will ensure that all staff comply with the appropriate equality legislation and regulations.

2.9 Weston on Trent C of E Primary School's Admissions Policy will not discriminate against any protected characteristic in any way.

2.10 Weston on Trent C of E Primary School will:

- Ensure staff are aware of their responsibilities, given necessary training and support, and report progress to the governing board.
- Foster positive attitudes and relationships, a shared sense of cohesion and belonging, and ensure this is promoted in our policies, procedures and activities.
- Observe good equalities practice in staff recruitment, retention and development, and ensure that all policies and procedures benefit all employees and potential employees regardless of any protected characteristic, and with full respect for legal rights relating to pregnancy and maternity.
- Reduce and remove inequalities and barriers that already exist.
- Engage with a range of groups and individuals to ensure that those who are affected by a policy, procedure or activity are consulted and involved in the design of new policies, and in the review of existing ones.
- Ensure staff promote an inclusive and collaborative ethos in Weston on Trent C of E Primary School, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, and showing appropriate support for pupils with additional needs, maintaining a good level of awareness of issues surrounding equality.

Roles and responsibilities

3.1 The governing board will:

- Ensure that Weston on Trent C of E Primary School complies with the appropriate equality legislation and regulations.

- Meet its obligations under the PSED (Public Sector Equality Duty) to publish equality objectives at least every four years commencing on the date of the last publication.
- Ensure that Weston on Trent C of E Primary School's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that Weston on Trent C of E Primary School's Admissions Policy does not discriminate in any way.
- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the governing board.
- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place to enforce this policy.

3.2 The Headteacher will:

- Implement this policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their induction and CPD.
- Ensure that all parents, visitors and contractors are aware of, and comply with, the provisions of this policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance.
- Produce an annual report on the progress of implementing the provisions of this policy and report it to the governing board.

3.3 Employees will:

- Be mindful of any incidents of harassment or bullying in Weston on Trent C of E Primary School.
- Address any minor issues of harassment or bullying and report any major breaches of the policy to the Headteacher.
- Identify and challenge bias and stereotyping within the curriculum and Weston on Trent C of E Primary School's culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor pupils' progress and academic needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending the appropriate training.

3.4 Pupils will:

- Not discriminate or harass any other pupil or staff member.
- Actively encourage equality and diversity in Weston on Trent C of E Primary School by contributing their cultural experiences and values.
- Report any incidences of bullying or harassment, whether to themselves or to others, to a member of staff.
- Abide by all Weston on Trent C of E Primary School's equality and diversity policies, procedures and codes.
- Weston on Trent C of E Primary School will have an equality page on its website, in order to demonstrate how it is complying with the PSED in the Equality Act 2010, and advancing equality of opportunity.

Equality objectives

4.1 Weston on Trent C of E Primary School is committed to promoting the welfare and equality of all its staff, pupils and other members of Weston on Trent C of E Primary School community. To achieve this, Weston on Trent C of E Primary School has established the following objectives:

- Monitor changes to the curriculum to ensure they result in good outcomes for pupils in all vulnerable groups, and to review the curriculum considering new performance measures.
- Improve the quality of support for pupils in all vulnerable groups in the classroom.
- Continue to explore the use of new technologies to support pupils in all vulnerable groups in accessing their learning.
- Continue to monitor lunchtime arrangements to ensure that all pupils in vulnerable groups are able to interact successfully with their peers.

4.2 Weston on Trent C of E Primary School will update all published equality documentation annually and will publish its objectives annually.

Collecting and using information

5.1 Weston on Trent C of E Primary School will collect equality information for the purpose of:

- Identifying key issues, e.g. unlawful discrimination in teaching methods.
- Assessing performance, e.g. benchmarking against similar organisations locally or nationally.

- Taking action, e.g. adapting working practice to accommodate the needs of staff who share protected characteristics.

5.2 Weston on Trent C of E Primary School will build an equality profile for staff to assist with identifying any issues within their recruitment regime. Weston on Trent C of E Primary School will obtain the following information from their staff:

- Recruitment and promotion
- Numbers of part-time and full-time staff
- Pay and remuneration
- Training
- Return to work of women on maternity leave
- Return to work of disabled employees following sick leave relating to their disabilities
- Appraisals
- Grievances (including about harassment)
- Disciplinary action (including for harassment)
- Dismissals and other reasons for leaving

Weston on Trent C of E Primary School will use the information they obtain to analyse any gaps present in their equality documentary, including the Equal Opportunities Policy.

Any personal data Weston on Trent C of E Primary School collects will be processed in accordance with the Data Protection Policy.

Publishing information

6.1 Weston on Trent C of E Primary School will publish information to demonstrate its compliance with the Act.

- Weston on Trent C of E Primary School will publish equality findings in their annual report.

Promoting equality

7.1 In order to meet our objectives, Weston on Trent C of E Primary School has identified the following priorities:

- Weston on Trent C of E Primary School will provide auxiliary aids that are directly related to disabled pupil's educational needs as a reasonable adjustment, so they can integrate wholly in all parts of school life.
- Staff will ensure that all pupils are able to take part in extra-curricular activities and residential visits, and Weston on Trent C of E Primary School will monitor uptake of these visits to ensure no one is disadvantaged on the grounds of a protected characteristic.

- Weston on Trent C of E Primary School will ensure that all forms of prejudice-motivated bullying is taken seriously and dealt with equally and firmly.
- There will be teaching and learning approaches designed to meet the abilities and learning styles of all pupils.
- There will be a clearly defined disciplinary system stipulated in the Behaviour Policy, which will be consistently enforced.
- Weston on Trent C of E Primary School will increase access for disabled children and young people to Weston on Trent C of E Primary School curriculum and will take necessary steps to meet pupils' needs by using a variety of approaches and planning reasonable adjustments for disabled pupils, enabling them to take as full a part as possible in the activities of Weston on Trent C of E Primary School.
- Weston on Trent C of E Primary School will ensure there is adequate access to the physical environment of Weston on Trent C of E Primary School for all pupils and staff.
- Weston on Trent C of E Primary School will improve the delivery of written information to disabled children and young people.
- Weston on Trent C of E Primary School will seek the views of advisory staff, outside agencies and local schools.
- Throughout the year, Weston on Trent C of E Primary School will plan ongoing events to raise awareness of equality and diversity.

7.2 Weston on Trent C of E Primary School will consult with stakeholders to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning.

7.3 Equality objectives will be published at least every four years commencing on the date of the last publication.

7.4 Bullying and prejudice will be carefully monitored and dealt with accordingly.

7.5 Annual training will be given to both existing and new staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

Addressing prejudice-related incidents

8.1 Weston on Trent C of E Primary School is opposed to all forms of prejudice and we recognise that pupils and staff who experience any form of prejudice-related discrimination may fare less well in the education system.

8.2 Weston on Trent C of E Primary School will ensure that pupils and staff are aware of the impact of prejudice in order to prevent any incidents from occurring.

8.3 If incidents continue to occur, Weston on Trent C of E Primary School will address them immediately and report them to the LA.

Appeal process

- 9.1 Staff members retain the right to appeal against a decision on the acceptability of their appearance e.g. dress code, using Weston on Trent C of E Primary School's grievance procedure.
- 9.2 Weston on Trent C of E Primary School will adhere to the Complaints Procedures Policy when following the grievance procedure.

Curriculum

- 10.1 All pupils will be entitled to access a broad and balanced curriculum and to teaching and learning opportunities which meet their needs, including extra support where this has been identified as a statutory need.
- 10.2 When planning the curriculum, Weston on Trent C of E Primary School will take every opportunity to promote and advance equality.
- 10.3 When teaching the curriculum, Weston on Trent C of E Primary School will promote equality and will not subject individuals to discrimination.
- 10.4 Weston on Trent C of E Primary School will develop an appropriate curriculum for all pupils in all vulnerable groups.
- 10.5 Weston on Trent C of E Primary School will ensure PSHE lessons are designed for pupils to develop their knowledge of the world and the importance of equality.

Monitoring and review

- 11.1 The Headteacher will review this policy annually, to ensure that all procedures are up-to-date.
- 11.2 The policy will be monitored and evaluated by the Headteacher and governing board in the following ways:
- Individual attainment data
 - Equal opportunities recruitment data
 - Equality impact assessments
 - Ofsted inspection judgements on equality and diversity
 - Incident records related to harassment and bullying
- 11.3 Any changes made to this policy will be communicated to all members of staff