

LOWER PARK PRIMARY SCHOOL

Equality Policy and Objectives



***Policy Co-ordinator – Amelia Lomas
Next Review - Annually***

1. Statement of Intent

Lower Park 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 the school community and workforce.

2. Legal framework

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

- Human Rights Act 1998
- Special Educational Needs and Disability Regulations 2014
- Education and Inspections Act 2006
- Equality Act 2010
- [Schools who published their equality objectives before March 2018 only] Equality Act 2010 (Specific Duties) Regulations 2011
- Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- Public Sector Equality Duty (PSED)
- General Data Protection Regulation (GDPR)

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

- DfE (2014) 'The Equality Act 2010 and schools'

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

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

Lower Park understands the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities.

A protected characteristic under the act covers the groups listed below:

- Age (for employees only),
- Disability,
- Race (includes ethnic or national origins, colour or nationality),
- Gender (including issues of transgender),
- Gender reassignment,
- Maternity and pregnancy,

- Religion and belief (includes lack of belief),
- Sexual identity,
- Marriage and Civil Partnership (for employees).

In order to meet our general duties, listed above, the law requires us to undertake 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 the SLT will collect data annually, related to the protected characteristics above and analyse this data to determine our focus for equality objectives. The data will be assessed across our core provisions. This will include, but not be limited to, the following functions:

- Admissions,
- Attendance,
- Attainment,
- Exclusions,
- Prejudice related incidents.

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

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights' standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations the School will:

- Recognise and respect diversity,
- Foster positive attitudes and relationships, and a shared sense of belonging,
- Observe good equalities practice, including staff recruitment, retention and development,
- Aim to reduce and remove existing inequalities and barriers,
- Consult and involve widely.

3. Our Ethos/Mission

At Lower Park, we believe that all human beings have equal status and equal rights. Lower Park Primary School acknowledges and welcomes diversity among pupils, staff and visitors. All policies will include the commitment of staff and governors to promote equality and this will include the removal of barriers that could result in unequal

outcomes. We believe that equality should be at the heart of all we do and all staff should be vigilant and work towards this practice. Every member of the school community should feel safe, secure, valued and of equal worth. At Lower Park Primary School, equality is a key principle for treating all people the same, irrespective of their gender, ethnicity, disability, religious beliefs/faith tradition, sexual orientation, age or any other of the protected characteristics (Single Equalities Act 2010).

We promote the principles of fairness and justice for all through the education that we provide in our school. To ensure these principles are carried out we have set four Equality Objectives that will be monitored by the Governing Body and reviewed.

4. Equality Objectives:

- To ensure implementation of Public Sector Equality Duty (PSED),
- To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity,
 - To narrow the gap in measureable outcomes between any of the protected characteristics (Equality Act 2010),
- To meet every individual's social, emotional, physical and spiritual needs so they can move on from Lower Park with integrity and confidence.

5. Addressing Prejudice Related Incidents

Lower Park 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 all our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur (such as racism), we address them immediately and report them to the Local Authority using their guidance material. The Local Authority provide support where appropriate.

6. Responsibility

We believe that promoting Equality is the whole school's responsibility:

School Community	Responsibility
Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these by receiving termly updates.

Head teacher	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensure that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents to the Headteacher.
Senior Leadership Team	To support the Headteacher as above by providing leadership in the implementation of this policy. Ensure fair treatment and access to services and opportunities. Ensure all staff are aware of their responsibility to record and report prejudice related incidents.
Teaching Staff	To help in delivering the right outcomes for pupils. To uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. To design and deliver an inclusive curriculum Ensure that teaching staff are aware of their responsibility to record and report prejudice related incidents.
Non-Teaching Staff	To support the school and the governing body in delivering a fair and equitable service to all stakeholders. To uphold the commitment made by the Headteacher on how pupils and parents/carers can be expected to be treated. To support colleagues within the school community. Ensuring that non-teaching staff are aware of their responsibility to record and report prejudice related incidents.
Parents	To take an active part in identifying barriers for the school community and in informing the governing body or Headteacher of actions that can be taken to eradicate these, eg has a mention in the annual questionnaire. To take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.
Pupils	To support the school to achieve the commitment made to tackling inequality. To uphold the commitment made by the Headteacher regarding how pupils and parents/carers, staff and the wider school community can be expected to be treated.
Local Community Members	To take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.

5. Monitoring and Review

The Headteacher and Governing Body will review this policy annually, to ensure that all procedures are up-to-date.

The policy will be monitored and evaluated by the Headteacher and Governing Body in the following ways:

- Individual attainment data
- Ofsted inspection judgements on equality and diversity
- Incident records related to harassment and bullying

Any changes made to this policy will be communicated to all members of staff

Approved by Governors 6th October 2022