

Biggin C of E Primary School

Achieve, Believe, Care

Equality Policy, Statement & Objectives

Our intention:

At Biggin C of E Primary School we believe it is important to be an inclusive school, that everyone is equal and should have equal access to opportunities. We aim to create an environment where all can flourish regardless of race, religious beliefs, age, sexuality, gender or disability and treat any bullying or name-calling on these grounds as wholly unacceptable. We aim to ensure all feel safe to report any instances of bullying or poor practice on grounds of equality and inclusion.

We recognise we live in a part of the world where children do not see diversity in race, religious beliefs, sexuality, gender or disability and therefore we deliberately represent a wide range of positive role models and examples in our curriculum and school life.

Legal framework:

This document draws upon the following legislation and statutory guidance:

Equality Act 2010

Equality Act 2010 (Specific Duties) Regulations 2011

Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

Human Rights Act 1998

Special Educational Needs and Disability Regulations 2014

Education and Inspections Act 2006

Public Sector Equality Duty (PSED)

General Data Protection Regulation (GDPR)

DfE (2014) 'The Equality Act 2010 and schools

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

Eliminate discrimination

Advance equality of opportunity

Foster good relations

Biggin C of E Primary School welcomes its responsibilities under the Equality Act 2010 and will work to ensure that those with protected characteristics are not discriminated against and are given equal opportunities. Protected characteristics, under the Act, are: age, disability, race, colour, nationality or ethnicity, sex, gender reassignment, maternity and pregnancy, religion and belief, sexual orientation and marriage and civil partnership.

The Act makes it unlawful for the responsible body of a school (Governing Body/ Local Authority) 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.

The school's liability not to discriminate, harass or victimise does not end when a pupil has left the 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 former pupils communications and activities

The school will promote equality of opportunity for all staff and job applicants and will work in line with the Equality and Diversity in Employment Statement.

Principles and aims

We see all people within the school community and beyond as equal.

The School, our policies, procedures and activities will not discriminate but will take into account differences in life-experience, outlook and background, and barriers and disadvantages which people may face.

The 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.

The School will promote disability equality, ensuring equality of opportunity, eliminating unlawful discrimination and disability-related harassment and encouraging as full a participation as possible by people with disabilities in school life.

The School will promote gender equality by eliminating unlawful discrimination and harassment, and promote the equality of opportunity between men and women, girls and boys.

The School will promote equality for those whose gender expression or identity is different from that traditionally associated with the sex they were assigned at birth.

The School will respect the confidentiality of those seeking gender reassignment and will provide a supportive environment within the community.

The 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.

The School will ensure that the County Admissions Policy will not discriminate against any protected characteristic in any way.

Roles and Responsibilities

The School recognises that the whole school community have an essential part to play in working to address and remove barriers and inequalities that already exist and in fostering positive attitudes and relationships and a shared sense of cohesion and belonging.

The school will:

Ensure staff are aware of their responsibilities, given necessary training and support, and report progress to the governing body.

Ensure that the recording and reporting of equality and diversity is sufficiently scrutinised.

Ensure positive attitudes are promoted in our policies, procedures and activities and that they promote social cohesion and benefit all.

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.

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 the 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.

The governing board will:

Ensure that the school complies with the appropriate equality legislation and regulations.

Meet its obligations under the Public Sector Equality Duty (PSED) to publish equality objectives at least every four years commencing on the date of the last publication.

Ensure that the school's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.

Ensure that the 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, proactively recruit high-quality applicants from under-represented groups.

Provide information in appropriate and accessible formats.

Ensure that the necessary disciplinary measures are in place to enforce this policy.

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 this policy.

Actively challenge cases of discriminatory practice or behaviour and take appropriate action.

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 to the governing body.

Employees will:

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 the 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.

Pupils will:

Not discriminate or harass any other pupil or staff member or visitor to school.

Actively encourage equality and diversity in the school by contributing their cultural experiences and values.

Report any incidences of bullying or harassment, whether to themselves or to others, to another member of staff.

Abide by all the school's equality and diversity policies, procedures and codes.

Equality Objectives

The school is committed to promoting the welfare and equality of all its staff, pupils and other members of the school community and will:

Monitor changes to the curriculum to ensure they result in good outcomes for pupils in all vulnerable groups.

Implement effective strategies to support pupils in all vulnerable groups.

Explore all means including the use of new technologies to support pupils in all vulnerable groups to access their learning.

Collecting and using information

The school will collect equality information to identify barriers and discriminatory practice, benchmark performance and review action taken to accommodate those with protected characteristics.

The school will work with staff to identify issues within recruitment procedures and review data on: recruitment and promotion, numbers of part-time and full-time staff, pay and remuneration, training, return to work following maternity leave and following sick leave relating to disabilities, appraisals, grievances (including about harassment), disciplinary action (including for harassment), and dismissals and other reasons for leaving.

Publishing information

The school will update all published equality documentation annually and will publish its objectives at least every four years including on the school website.

Monitoring and review

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