

# Ascot Heath Primary School

## Equalities Policy 2023-2026

*Confident learners in a happy, safe and secure environment*



### Introduction

The Equalities Policy and accompanying plan replaces all previous policies, schemes and actions plans around equality, including those that we had previously for Race, Gender and Disability. It includes all the protected characteristics covered under the Equality Act 2010 as well as other aspects which have the potential to discriminate against or to devalue any individuals within our community.

Our Equality Policy is inclusive of our whole school community - pupils, staff, parents/carers, visitors and external agencies. The purpose of this Policy is to set out how our practice and policies have due regard to the need to:

- eliminate discrimination, harassment and victimisation;
- advance equality of opportunity and
- foster good relations between groups.

It explains how we aim to listen to and involve pupils, staff, parents and the community in achieving better outcomes for our children and young people.

### Overall aims of our Equality Policy

- To eliminate discrimination, harassment and victimisation.
- To promote equality of access and opportunity within our school and within our wider community.
- To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

### Principles

- Every member of our community should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society, and in the wider context of an interdependent world
- Every member of our community should have the opportunity to achieve the highest possible standards and the best possible qualifications for the next stages in their life and education

- Every member of our community should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities

## Objectives

Ascot Heath Primary School is an inclusive school and will:

- publish the Equality Policy on the website and paper copies can be provided on request.
- ensure that all reasonable adjustments are made to ensure equality of access and opportunity for all individuals/groups
- collect and analyse attainment, progress and attendance data to ensure all groups are making good progress
- utilise information to set aspirational challenges for all, recognising pupils' diverse needs and any potential barriers to learning
- recognise individual talents, values and characteristics and celebrate diverse expressions of being and belonging
- demonstrate and teach high expectations of behaviour based on respect, tolerance and understanding
- respect religious beliefs and practise of all staff, parents and pupils, and comply with all reasonable requests relating to religious observance and practice

## **Our duties**

We recognise and accept our equality duties as set out in the Equality Act 2010 and have sought to involve the wholeschool community in the process in order to ensure better outcomes for all.

We will ensure we identify opportunities for promoting our vision, the key concepts and our duties on equality legislation across all aspects of school life.

These opportunities are likely to include all or some of the following, dependent on our current priorities:

- the engagement, participation and involvement of a broad and diverse range of children, young people, their parents and partner agencies
- preparation for entry to the school
- school policies
- breaks and lunchtimes
- the provision of school meals
- interaction with peers
- opportunities for assessment and accreditation
- exam arrangements
- behaviour management approach and sanctions
- exclusion procedures
- school clubs, activities and school trips
- the school's arrangements for working with other agencies
- preparation of pupils for the next phase of education
- learning and teaching and the planned curriculum
- classroom organisation
- timetabling
- grouping of pupils

- homework
- access to school facilities
- activities to enrich the curriculum, for example, a visitor to the school
- school sports
- employees' and staff welfare
- global links
- the explicit teaching of tolerance as a British value

### The roles and responsibilities within our school community

Our Senior Leadership team will:

- ensure that staff, parents/carers, pupils/students and visitors and contractors are engaged in the development of and informed about the Equality Policy through asking for feedback wherever possible.
- oversee the effective implementation of the policy
- ensure staff have access to training which helps to implement the policy
- develop partnerships with external agencies regarding the policy so that the school's actions are in line with the best advice available
- monitor the policy and report to the Governing Body at least annually on the effectiveness of the policy and publish this information
- ensure that the staff team is kept up to date with any development affecting the policy or actions arising from it

Our Governing Body will:

- take full responsibility for the Equality Policy
- ensure that the objectives arising from the policy are part of the School Development Plan (SDP)
- support the SLT in implementing any actions necessary
- engage with parents and partner agencies about the policy
- evaluate and review the policy every 3 years, and the objectives annually

Our teachers and school staff will:

- have responsibility for supporting other staff in implementing this Policy
- provide a lead in the dissemination of information relating to the Policy
- with the Headteacher, provide advice/support in dealing with any incidents/issues
- assist in implementing reviews of this policy as detailed in the SDP

Our children will:

- be involved in the further development of the Policy through the PSHE curriculum and will understand how it relates to them, appropriate to age and ability
- be expected to act in accordance with the Policy
- be encouraged to actively support the Policy

Our parents/carers will:

- be given accessible opportunities to become involved in the development of the Policy through parents' forum and other engagement activities.

- have access to the Policy through a range of different media appropriate to their requirements
- be encouraged to actively support the Policy
- be encouraged to attend any relevant meetings and activities related to the Policy
- be informed of any incident related to this Policy which could directly affect their child
- make known any queries or training requirements
- be encouraged to attend any relevant meetings and activities related to the Policy

### Breaches of the Policy

All breaches of the policy will be rigorously investigated using the appropriate procedures and reported to the Governing Body and LA as required.

### Equality Objectives

Analysis of the information as outlined above means that we have set ourselves specific and measurable objectives that will help us achieve the aims of the general equality duty. These will be reviewed every year.

### Public Sector Equality Duty statements

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.
- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

### Protected characteristics

The Equality Duty covers: age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation. The duty to have due regard to the need to eliminate discrimination also covers marriage and civil partnerships.

Link to Public Sector Equality Duty	Protected characteristic	Aim:	Objective:	Target group(s): e.g. whole school, girls, boys, SEN, staff etc	Action:	Who's responsible?	Dates from and to:	Milestone/progress:
All	All	To increase pupil, staff and governors awareness of legal duties around equality and what this lookslike within the work context.	For all stakeholders to understand what is meant by a protected characteristic	All pupils, governor and staff	<p>Equality act to be taught through PSHE including rights and responsibilities of a child.</p> <p>Assemblies to make explicit the equalities act when discussing diversity</p> <p>Staff CPD on diversity to discuss the legal framework</p>	<p>Whole staff</p> <p>Inclusion lead/SENDCo</p> <p>Headteacher</p>	<p>Academic year 23/24</p> <p>By July 2024</p> <p>By July 2024</p>	All stakeholders will be able to confidently name the 10 protected characteristics within the Equality Act 2010
All	All	To ensure changes to the use of support staff are well considered and managed to ensure good outcomes for children with SEND or vulnerable to	For all pupils to be appropriately challenged and engaged through well-planned and managed classroom support	SEN children Disadvantaged children	Staff to be aware of children vulnerable to under achievement and to reflect this in their planning, adapting this to the needs of their class	Teaching staff - monitored by SENDCO and inclusion lead	Academic year 23/24	<p>All school staff can confident name vulnerable groups across the school and within their key year group.</p> <p>All groups of children will have made adequate progress (as defined by SEND</p>

		under achievement						code of practice) in all subjects, and to reached good attainment in reading, writing and maths.
All	All	To ensure our curriculum is dynamic and representative of our stakeholders.	To ensure every member of our community has a sense of belonging.	All pupils, governor and staff	<p>To ensure key texts and resources represents all groups within our community.</p> <p>To ensure curriculum planning is reflective of the cohort, featuring lessons/activities that promote and support the objectives of the equality policy.</p> <p>To ensure whole school opportunities e.g. assemblies promote and celebrate diversity.</p>	<p>Subject leaders and inclusion lead</p> <p>All teaching staff</p>	Academic year 23/24	Termly update to Governors detailing the curriculum offer and how this links to the equality policy and the groups in our school.

All	All	To ensure that recruitment strategies encourage applications from those who reflect the diversity of our area across all protected characteristics	For the staff within the school to better reflect the backgrounds and experiences of the children, where possible	Governors, staff	Unconscious bias training for SLT  Unconscious training for whole staff  Ensure the removal of the section, around medical need, disability or ethnicity before the applications are sent to those who are interviewing applicants in order to reduce unconscious bias.	SBM, governors, senior leaders	Academic year 23/24	All applications will be anonymised and so shortlisted on the basis of the quality of the personal statement alone.
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## Document Management and Control

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