



Equalities Policy (2020-2023)

Ratified: September 2013, September 2016, September 2020

Reviewed by: Full Board

Introduction

Park Road Sale Primary School is committed to challenging discrimination and promoting equality at all levels and in all aspects. This commitment is demonstrated in every aspect of school life through our school vision and values.

Vision and Values:

At Park Road Sale Primary we work together, caring for, supporting and inspiring each other to achieve.

We ignite curiosity and inspire a love of learning through memorable experiences and exciting challenges, which prepare our children for an ever changing world; **they are empowered to be the best that they can be.**

Our **inclusive community** encourages children to enjoy learning, have fun, be happy, **be respectful and care for one another** in a safe and supportive environment.

Children, parents governors and staff all work together to ensure that we are a successful school with motivated learners, where **high expectations result in outstanding levels of attainment and achievement.**

We are all proud to be part of the Park Road family!

Our core values are built around providing a secure, collaborative and purposeful learning culture, where all pupils and staff are valued, cared for, listened to and challenged to be the best they can be. We are equally ambitious for all pupils and staff irrespective of disability, race, colour, religion, gender, background. Inclusion is central to our ethos and practices.

We are proud of the diversity of our school community and the equality of opportunity that we provide. Our response to the needs of our pupils is a vital part of personalising learning for all.

Leadership and commitment at all levels of the organisation are central to ensuring the effectiveness of an Equality Policy. In everything we do, we will consider how we can ensure that we do not consciously or unconsciously discriminate against or disadvantage individuals or groups, and we will seek opportunities to promote equality and diversity wherever we can.

We want to provide a demonstrably fair and supportive environment for our staff. We promote diversity and equality in employment at Park Road. We aim to have a well-motivated workforce where all colleagues are treated fairly and with respect. Equality must be modelled in everything we are doing as a funding council, policy maker and employer.

Statutory Responsibilities

On 1st October 2010, the Equality Act 2010 replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act.

Key Points

- The Equality Act 2010 provides a single, consolidated source of discrimination law.
- Schools cannot unlawfully discriminate against pupils because of their sex, race, disability, religion or belief and sexual orientation.

There are some exceptions replicated in the act – e.g. content of curriculum, collective worship, admissions to single sex schools and schools of a religious character

The Equality Act 2010 introduces a single equality duty on public bodies which will be extended to include all of the following protected characteristics:

- Race
- Disability
- Sex
- Age
- Religion or belief
- Sexual orientation
- Pregnancy and maternity
- Gender reassignment

This combined equality duty came into effect in April 2011 and has three main elements. In carrying out our function, Park Road Sale Primary School is required to have due regard to the need to:

- Eliminate conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Where schools are concerned, age will be a relevant characteristic in considering their duties in their role as an employer but not in relation to pupils.

The Act introduces specific duties which are designed to help public authorities to meet their combined duty obligations.

- Collect analyse and publish information about their progress in achieving the 3 aims of the legislation.
- Decide on certain specific and measurable objectives that they will pursue over the coming years to achieve these aims and publish these objectives (outcome focused objectives) then at yearly intervals
- Engage with people who have a legitimate interest including all staff, all parents and pupils, local groups, organisations and individuals as appropriate

The **Governing Body** has responsibility for making sure that the school complies with the Single Equality duties.

This Equality Policy will help us to achieve our aims and give us a framework for action.

The National Curriculum Inclusion Statement reminds us that all teachers are required to follow three inclusive principles:

- Setting suitable learning challenges, enabling all children to experience success and achieve as high a standard as possible through appropriate differentiation.
- Responding to pupils' diverse learning needs by:
 - creating effective learning environments;
 - securing their motivation and concentration;
 - providing equality of opportunity through teaching approaches;
 - using appropriate assessment approaches;
 - setting targets for learning
- Overcoming potential barriers to learning and assessment for individuals and groups of pupils (i.e. Dyslexia)

Responsibility for the Equality Policy

This Equality Policy is managed by our Governing Body and School Leadership Team, with input from across the school community.

The Governing Body are responsible for:

- ensuring that the school publish data and information annually
- making sure the school complies with the relevant equality legislation ; and
- making sure the school Equality Policy and its procedures are followed.

The Governing Body have responsibility to monitor:

- the school's work in meeting the requirements of the Equality Act 2010
- pupil exclusions and ensure that appropriate reporting is made to the Board
- To monitor racist incidents and ensure that appropriate reporting is made to the Board
- To monitor bullying incidents and ensure that these issues are being addressed

The Head of School is responsible for:

- publishing data and information annually
- making sure the school Equality Policy and its procedures are followed;
- making sure Equality Policy is accessible;
- producing regular information for staff and governors about the plans and how they are working;
- making sure all staff know their responsibilities and receive training and support in carrying these out;
- promoting a culture of zero tolerance to harassment and discrimination
- taking appropriate action in cases of harassment and discrimination, including racist bullying, homophobic bullying and bullying related to gender or disability.
- dealing with reports of hate-incidents

All staff are responsible for:

- dealing with discrimination;
- being able to recognise and tackle bias and stereotyping;
- promoting equal opportunities and good race relations;
- avoiding discrimination against anyone for reasons of race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment
- keeping up to date with the law on discrimination;
- taking up training and learning opportunities.

Visitors and contractors are responsible for:

- knowing, and following, our Equality Policy.

Reviewing and revising the Policy

Progress towards agreed objectives will be published annually. The Policy will be reviewed within 3 years, and by September 2023 at the latest. Any such review will be informed by the information gathered and the impact assessments. The widest possible level of consultation and involvement by disabled pupils, staff and parents will be sought.

Equality Action Plan 2020-2023

Action	Outcomes/ Success Criteria	Lead Person	Timescale	Resources/Cost Implications
Ensure our EAL policy and practice is implemented effectively to meet the needs of all EAL learners.	EAL learners achieve well.	C Doulgas	On-going	Time EAL support
To make "Reasonable Adjustments" (as and where appropriate) in order to ensure that a disabled pupil or adult is not disadvantaged compared to another pupil or adult	See separate Accessibility Plan	C Walmsley E Chadwick	On-going	School budget
Ensure the effective implementation of new RSE framework in line with the latest Government Guidelines and representing all members of our school community	Revised RSE framework implemented effectively and impact evaluated.	C Walmsley H Lambert	2021	Staff Training Educational resources
Continue to review and amend, where necessary, policies and procedures with reference to the promotion of equality opportunity.	All school policies are in line with Equality Act 2010 and reference the promotion of equality of opportunity.	C Walmsley	Ongoing	Time
Analyse pupil's achievement and attainment data	All pupils achieve well and any underachievement is identified and addressed quickly.	C Walmsley C Fisher Key Stage Leaders Teaching Staff	On-going	Time Intervention
Continue to develop opportunities to involve parents / wider school community from all faith and cultural backgrounds in the life of our school, to foster greater understanding and respect for cultural diversity. <i>a) Encourage parents / pupils to talk about faith and religious festivals with a class as part of RE curriculum b) Continue to develop opportunities for pupils to visit places of worship for all faiths represented in our school community Inform parents about curriculum themes and encourage parents to come into school to talk to a class and to share their knowledge / skills to enhance the learning experience for the pupils</i>	Pupils have the opportunity to learn about different faiths and cultures represented in our school through first hand experience. All pupils and parents feel valued members of our school community. Greater understanding and tolerance fostered for cultural diversity.	C Walmsley C Fisher Key Stage Leaders Teaching Staff	Ongoing	Time Staff/pupil input Staff training

<p>To understand fully the equality duty in terms of LGBTQ+ ensuring that Park Road is a safe space for children and staff who are/maybe LGBTQ+</p> <p>Undertake training from the Proud Trust on: LGB T Embedding LGBTQ+ across our school and in our curriculum</p>	<p>Staff and Pupils have the opportunity to learn about different genders represented in our school through first hand experience.</p> <p>All pupils and staff feel valued members of our school community.</p> <p>Greater understanding and tolerance fostered for gender diversity.</p>	<p>C Walmsley C Fisher E Chadwick Key Stage Leaders Teaching Staff</p>	<p>End of 2021</p>	<p>Time Cost of CPD from Proud trust School resources</p>
<p>To work with the Governors to share ideas and the latest thinking about diversity in schools and a diverse curriculum; to discuss what Diversity and Inclusion mean to us as a school, and why they are important to us; to agree how we will begin our Diversity and Inclusion journey as a team and identify who and what we need to help us on our journey.</p>	<p>Everyone is celebrated in every classroom in every school.</p> <p>A collaborative community that celebrates the successes and amplifies the stories of diverse people</p> <p>A set of values around diversity are created (i.e. Promoting acceptance, Increasing visibility, Encouraging celebrations, Creating belonging, Enabling learning)</p> <p>Pupils have the opportunity to learn about diversity represented in our school through first hand experience. All pupils and parents feel valued members of our school community.</p> <p>Greater understanding of diversity</p>	<p>Governing Body C Walmsley C Fisher E Chadwick Key Stage Leaders Teaching Staff</p>	<p>End of 2022</p>	<p>Time Staff/pupil input Staff training Governor meeting time</p>