



Pitmaston Primary School Equalities Policy

Introduction

This policy has been written in line with equalities legislation (Equality Act 2010) and Department for Education (DfE) guidance: The Equality Act 2010 and schools. The policy outlines the commitment of the staff and Governors to promote equality within Pitmaston Primary School. This involves tackling the barriers which could lead to unequal outcomes so that there is equality of access and that the diversity within our school community is celebrated and valued. Our vision is to provide the very best possible education, outcomes and well-being for each individual child at Pitmaston Primary School. We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth. At Pitmaston 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).

Monitoring and Review

The Headteacher is responsible for co-ordinating the monitoring and evaluation of this policy.

Responsibilities include:

- Providing updates on equalities legislation and the school's responsibilities in this regard;
- Working closely with the governing body;
- Monitoring the impact and success of the policy on pupils from different groups including SEND, Children who are Looked After, pupils with EAL and pupils in receipt of Free School Meals, in the following recommended areas:
 - o Pupils' progress and attainment
 - o Learning and teaching
 - o Behaviour discipline and exclusions
 - o Attendance
 - o Admissions
 - o Incidents of prejudice related bullying and all forms of bullying
 - o Parental involvement
 - o Participation in extra-curricular and extended school activities

Curriculum

We aim to provide all our pupils with the opportunity to succeed. To achieve this we will ensure:

- Curriculum planning reflects a commitment to equality;
- The curriculum prepares pupils for life in a diverse society and uses opportunities to reflect the background and experience of pupils and families in the school;
- There will be opportunities in the curriculum to explore concepts and issues related to identity and equality;
- The promotion of attitudes and values that celebrate and respect diversity and challenge discriminatory behaviour and language wherever it occurs;
- The use of images and materials which positively reflect a range of cultures, identities and lifestyles.

Achievement

There is a consistently high expectation of all pupils regardless of age, gender, ethnicity, ability, social background and sexual orientation. To secure the best possible outcomes we recognise that:

- Adults in the school will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity;
- It is important to identify the particular needs of individuals and groups within the school and to use targeted interventions to narrow gaps in achievement (See separate Inclusion policy);
- A range of teaching methods is used throughout the school to ensure that effective learning takes place at all stages for all pupils (See separate Inclusion policy);
- All pupils are actively encouraged to engage fully in their own learning. Individual responsibility for their learning is nurtured from each child's point of entry to Pitmaston.

The ethos and culture of the school

- At Pitmaston Primary School, we expect and demonstrate mutual respect between all members of the school community;
- The children are encouraged to greet visitors to the school with friendliness and respect;
- The displays around the school reflect diversity across all aspects of equality and are frequently monitored;
- Reasonable adjustments will be made to ensure access for pupils, staff and visitors (including parents) with disabilities (See separate SEND and Inclusion policies);
- Reasonable adjustments will be made to ensure wider access arrangements to information (verbal and written), activities and opportunities within the school community.
- Provision is made to cater for the cultural, moral and spiritual needs of all children through planning of assemblies, classroom based and off-site activities;
- Pupils' views are actively encouraged and respected. Pupils are given an effective voice for example, the School Council, pupil voice engagement and regular opportunities to engage with pupils about their learning and the life of the school;
- Positive role models are used throughout the school to ensure that different groups of pupils feel welcomed and included.

Staff Recruitment and Professional Development

- All posts are advertised formally and open to the widest pool of applicants;
- All those involved in recruitment and selection are trained and aware of what they should do avoid discrimination to ensure equality of opportunity.
- Steps are taken to encourage people from under-represented groups to apply for positions at all levels of the school;
- Access to opportunities for professional development is monitored on equality grounds;
- Equalities policy and practice is covered in all staff inductions;
- All supply staff and contractors are made aware of the equalities policy and practice;
- Employment policy and procedures are reviewed regularly to check conformity with legislation and the impact of policies are kept under regular review.

Countering and Challenging Harassment and Bullying

- The school counters and challenges all types of discriminatory behaviour and this is made clear to staff, pupils, parents and governors;
- The school has a clear, agreed procedure (see separate Anti-Bullying Policy) for dealing with prejudice related bullying incidents and has a nominated member of staff responsible for recording and monitoring incidents;
- The school reports to Governors, parents and LA on an annual basis the number of prejudice related incidents recorded in the school.

Partnerships with Parents/Carers and the Wider Community

Pitmaston Primary School aims to work in partnership with parents/carers. We:

- Take action to ensure all parents/carers are encouraged to participate in the life of the school;
- Maintain good channels of communication, e.g. through regular newsletters and school website;
- Encourage members of the local community to join in school activities and celebrations;
- Ensure that the parents/carers of newly arrived pupils e.g. EAL, Gypsy, Roma and Traveller or pupils with disabilities are made to feel welcome.

Responsibility for the Policy in our school, all members of the school community have a responsibility for promoting equalities.

The Governing Body has responsibility for ensuring that:

- The school complies with all equalities legislation relevant to the school community;
- The school's equalities policy is maintained and updated regularly;
- The actions, procedures and strategies related to the policy are implemented;
- Appropriate action is taken in relation to all prejudice related incidents or incidents which are a breach of this policy.

The Headteacher and Senior Leadership team has responsibility for:

- In partnership with the Governing body, providing leadership and vision in respect of equality;
- Overseeing the implementation of the equality policy and schemes;
- Co-ordinating the activities related to equality and evaluating impact;
- Ensuring that all who enter the school are aware of, and comply with, the equalities policy;
- Ensuring that staff are aware of their responsibilities and are given relevant training and support;
- Taking appropriate action in response to any prejudice-related incidents.
- Keeping up to date with equalities legislation.

All school staff have responsibility for:

- The implementation of the school's equalities policy and schemes;
- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping;
- Ensuring they do not discriminate on grounds of ethnicity and culture, disability, sexual orientation or other groups vulnerable to discrimination.

Measuring the Impact of this Policy

The equalities policy and all other relevant policies will be evaluated and monitored for their equality impact on pupils, staff, parents and carers from the different groups that make up our school. An annual review of an action plan to implement this policy will be conducted by the Equal Opportunities Lead and Senior Leadership Team.

Signed: *L M Townsend* Chair of Governors

Signed: *K Milcock* Headteacher

This Policy was reviewed and approved by the Governing Body on 05.10.2023

Review date: Spring term 2025