Haslingfield Endowed Primary School

Equality Information and Objectives Policy

Haslingfield Endowed Primary School

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Haslingfield Endowed Primary School

Introduction

Haslingfield Endowed Primary School recognises that certain groups in society can be disadvantaged because of unlawful discrimination they may face due to their race, sex, disability, gender reassignment, marriage or civil partnership, religion or belief, sexual orientation, age or pregnancy and maternity.

The school has a statutory duty to publish an Equality Information and Objectives Statement. This policy sets out how the school determines its equality objectives.

1. 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
- Education and Inspections Act 2006
- Equality Act 2010
- Equality Act 2010 (Specific Duties) Regulations 2011
- The Special Educational Needs and Disability Regulations 2014
- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- Public Sector Equality Duty (PSED)
- The UK General Data Protection Regulation (GDPR)
- Data Protection Act 2018

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

- DfE 'The Equality Act 2010 and schools'

This policy operates in conjunction with the following school policies:

- Equality Information and Objectives Statement
- Admissions Policy
- Complaints Procedure Policy
- Grievance Policy
- Data Protection Policy

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

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

For the purpose of this policy, the Equality Act 2010 will be referred to as 'the Act'. The school fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities. Protected characteristics, under the Act, are as follows:

- Age
- Disability
- Race including colour, nationality, and ethnic or national origin
- Sex
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership

The Act makes it unlawful for the responsible body of a school 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 responsible body for the school is the Governing Body or the LA.

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' communications and activities.

The school will promote equality of opportunity for all staff and job applicants.

2. Roles and Responsibilities

The Governing Body will:

- Ensure that the school complies with the appropriate equality legislation and regulations.
- Meet its obligations under the PSED to:
    - Publish equality objectives at least every four years commencing on the date of the last publication.

    - Update and publish information every year to demonstrate school compliance with the PSED.
- 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 Body.
- Proactively recruit high-quality applicants from under-represented groups.
- Provide information in appropriate and accessible formats.
- Ensure that the school publishes information regarding how it is complying with the Public Sector Equality Duty and that the information is easily accessible.

The Headteacher will:

- Implement and champion the 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, the provisions of this policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- 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 and report it to the Governing Body.

Employees will:

- Be mindful of any incidents of harassment or bullying in the school.
- Track and monitor any instances or discrimination and deal with these in a consistent manner, making a report to the Headteacher as necessary and following up with pupils as required.
- 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 needs to ensure the appropriate support is in place.
- Keep up to date with equality legislation and its application by attending the appropriate training.
- Champion diversity and inclusion.

Pupils will:

- Not discriminate or harass any other pupil or staff member.

- 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 the Headteacher or to another member of staff.
- Abide by all the school's equality and diversity policies, procedures and codes.

3. Equality objectives

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

The school sees all members of the school community as of equal value, regardless of any protected characteristic. The school's policies, procedures and activities will not discriminate but must nevertheless take account of differences in life experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.

The school's Equality Information and Objectives Statement sets out how the school is meeting the PSED and outlines how the equality of opportunity is ensured for all members of the school community. The Equality Information and Objectives Statement is reviewed at least every four years and is published on the school website annually.

The school will consult with stakeholders to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning.

Please refer to the school's objectives as detailed in Appendix 1.

The school will regularly review the steps being taken and the progress made towards the achievement of these objectives and, in line with the specific duties of the PSED.

4. Collecting and using information

In accordance with the requirements outlined in the UK GDPR and Data Protection Act 2018, personal data will be lawfully collected and processed in line with the principles and practices outlined in the Data Protection Policy and only for specified, explicit and legitimate purposes, e.g. to comply with the school's legal obligations.

The school will collect equality information for the purpose of:

- Identifying key issues, e.g. unlawful discrimination in teaching methods.
- Assessing performance, e.g. benchmarking against similar organisations locally or nationally.
- Taking action, e.g. adapting working practice to accommodate the needs ot staff who share protected characteristics.

The school will build an equality profile for staff to assist with identifying any issues within their recruitment regime. The school will obtain the following information from their staff:

- Recruitment and promotion
- Numbers of part-time and full-time staff
- Pay and remuneration
- Training
- Return to work of staff members on parental leave
- Return to work of disabled employees following sick leave relating to their disabilities
- Appraisals
- Grievances (including about harassment)
- Disciplinary action (including for harassment)
- Dismissals and other reasons for leaving

5. Publishing Information

The school will publish information to demonstrate its compliance with the Act in its annual report.

6. Promoting equality

The school's Equality Objectives set out the school's approach to promoting equality and diversity across the whole school community.

7. Addressing prejudice-related incidents

The school is opposed to all forms of prejudice. The school will ensure that pupils and staff are aware of the impact of prejudice. The school will address any incidents immediately and, where appropriate, report them to the LA.

Any reports of bullying and prejudice will be carefully monitored and dealt with accordingly. Annual training will be given to staff to ensure that they are aware of the process for reporting and following up incidents or prejudice-related bullying.

8. Complaints procedure

The school aims to resolve all complaints at the earliest possible stage and is dedicated to continuing to provide the highest quality of education possible throughout the procedure. Any person, including a member of the public, is able to make a complaint about the provision of facilities or services that the school provides.

The school will adhere to the Complaints Policy to ensure a straightforward, impartial, non-adversarial process, that allows a full and fair investigation, respects confidentiality, and delivers an effective response and appropriate redress. If a complaint has completed the school's process and the complainant remains dissatisfied, they have the right to appeal, as outlined in the Complaints Policy.

The school will work to develop good professional relationships between colleagues; however, the school understands that sometimes conflicts arise. Through maintaining open communication, the school wants its employees to feel able to raise any grievances so that appropriate and effective solutions can be put in place. Grievances raised by staff members will be processed in accordance with the school's Grievance Procedure.

9. Monitoring and review

This policy will be reviewed 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
- Equal opportunities recruitment data
- Equality Impact Assessments
- 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 relevant stakeholders.

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Appendix 1: Equality Objectives

Our school aims to meet its obligations under the Public Sector Equality Duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- 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.

At Haslingfield Endowed Primary School we believe in the dignity of all people and equal of opportunity. We value the strength that comes with diversity and the positive contribution that diversity brings to our school. As a school, employer and as a central part of the local community, we aim to eliminate prejudice and discrimination, and to promote good relations between different groups.

We recognise that certain individuals and groups of people can experience significant disadvantage in society, including:

- Black and Minority Ethnic communities
- Women (including pregnant women and nursing mothers)
- Disabled people
- Lesbian, gay, bisexual and trans people
- Older people, children and young people
- Religious and belief groups
- Marital or civil partnership status

As a school we will ensure that:

- All members of our community receive fair, sensitive and equal treatment
- We are responsive to the changing and diverse needs of our community
- The building, grounds, curriculum and information are fully accessible, particularly to those groups of individuals who face disadvantage or discrimination
- We provide a safe, supportive and accessible working and learning environment free from harassment and discrimination where individuals' values, beliefs, identities and cultures are respected
- We expect, and will do our best to ensure, that our pupils staff, parents, carers, visitors and families are treated with respect and dignity.

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Equality Objectives 2026-2029

Equality Focus	Action	Success Criteria	Action to be completed by date	Staff responsible	Evaluation to be completed by July 2029
Race	Review of the school curriculum to ensure it is diverse and reflective of the world we live in.	Children's learning experiences broaden their life outlook.	Annually by July	Curriculum Lead Headteacher	
Race	Work with staff to be vigilant to and challenge potentially discriminatory language.	Children use language respectfully and appropriately.	July 2027	Headteacher Deputy Head	
Disability	To discuss with pupils different forms of discrimination.	Children show tolerance to each other and members of the community.	July 2027	Headteacher SENDCO	
Religion and Belief	To discuss with pupils different forms of discrimination.	Children show tolerance to each other and members of the community.	July 2027	Headteacher RE Lead	
Religion and Belief	To continue to foster curiosity and develop a respectful attitude towards different faiths.	For children to have a range of cultural experiences and gain first-hand experience of different cultures, religions and customs.	July 2027	Headteacher RE Lead	
Religion and Belief	To increase the number of multi-faith visitors to the school.	For children to have a range of cultural experiences and gain first-hand experience of	July 2027	Headteacher RE Lead	

		different cultures, religions and customs.			
Economically Disadvantaged	To ensure children benefit from Pupil Premium funding and make good progress from their baseline assessment, and meet at least age related expectations.	The attainment gap between children entitled to the pupil premium funding and their peers is rapidly closing.	July 2029	Headteacher	
Economically Disadvantaged	To raise attendance of Pupil Premium children to improve attainment.	Pupils entitled to Pupil Premium meet a 96% minimum attendance target.	Ongoing	Attendance Team	