



Barnes Primary School Equality Policy

Key legislation all members of the school must adhere to:

The Equality Act 2010 replaced a number of previous pieces of equality legislation, such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act.

The Act covers the following protected characteristics:

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

Barnes Primary will

- eliminate unlawful discrimination
- promote equality of opportunity
- promote good relations between people

In addition the school will

- ensure due regard to the need to eliminate unlawful discrimination, harassment and victimisation
- foster good relations through tackling prejudice and promoting understanding
- assess the impact of school policies on pupils, staff and parents of different groups, including, in particular, the perceived impact on the attainment levels of these pupils
- monitor the operation of all the school's policies, including, in particular their perceived impact on the attainment levels of pupils from different groups; and
- take reasonable steps to make available the results of its monitoring.

We have a vision of an integrated society that recognises and celebrates strength in its diversity. To make this vision reality, we need to constantly strive to:

- protect everyone from discrimination
- improve life chances for all
- build community cohesion.

This ambition isn't borne from political correctness. It's part of our goal to build a completely civilised society where we can all achieve our potential, free from prejudice. We have a broad, balanced and culturally-inclusive curriculum that provides opportunities for pupils' spiritual, moral, social and cultural (SMSC) development that has particular regard to promoting understanding and appreciation of difference and diversity, tackling prejudice, and the development of skills and attitudes to enable pupils to participate positively in the life of the school and community (Community Cohesion).

Community Cohesion (2006)

By community cohesion we mean working towards a society in which

- there is a common vision and sense of belonging by all communities
- the diversity of people's backgrounds and circumstances is appreciated and valued
- similar life opportunities are available to all
- strong and positive relationships exist and continue to be developed.

We recognise and welcome the legal duties contained in the Single Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975, the Community Cohesion legislation. This policy therefore supersedes all previous school policies on Disability, Ethnicity (ie Race) and Gender.

Our **school aims** are set out below:

The school will try to:

- treat all children fairly, care for them and ensure their safety.
- ensure that all children are well taught so that they achieve the best possible academic results.
- help all children to develop a sense of personal responsibility and an awareness of the importance of being considerate and caring towards others.
- provide an educational service that meets the individual needs of all children within the school community.
- keep parents regularly informed about their child's progress and about all aspects of school life.
- be welcoming at all times and offer parents the opportunity to become involved in the daily life of the school.
- promote physical fitness and an awareness of the importance of personal hygiene, exercise and diet.
- develop in each child an understanding, appreciation and respect for different religions, beliefs and moral values. Through the development of tolerance and mutual understanding we seek to prepare children to live in a multi-cultural society.
- provide children with a broad and varied educational experience which incorporates the National Curriculum and fully embraces physical education, the arts and music.

In particular we:

- celebrate the diverse nature of our school
- are committed to ensuring race equality in all areas of our work
- are determined to tackle racism in all its forms.

We recognise:

- the inclusive nature of the National Curriculum 2000 (and the revised primary curriculum, 2014) and the opportunities Personal, Social, Citizenship and Health Education (PSCHE) present for encouraging 'respect for diversity'
- the importance of celebrating festivals from diverse faiths
- that minority groups include Transgender, Gypsy Travellers, Refugees and Asylum-seekers and less visible minority groups
- the important contribution immigrants and their descendants have made to Britain
- the importance of community cohesion and global citizenship
- the importance of strong home/school and wider community links

Scope of the Policy: This policy covers all aspects of the work of our school, including:

pupils

- admissions and attendance
- teaching, learning and curriculum matters
- progress, attainment and assessment
- personal development and well being
- Special educational needs
- behaviour and discipline.

staff

- recruitment and retention
- pay and reward
- training and professional development
- performance management
- consultation and involvement
- grievance and disciplinary matters.

other bodies

- governing body matters
- parental consultation and involvement
- collaboration with external bodies
- contracting arrangements.

Responsibilities

The governing body

Responsibility for this policy and its effective implementation rests with the governing body. The governing body will:

- adopt and review the equality policy
- monitor and evaluate the operation and impact of the equality policy
- monitor and review the race equality impact of other policies
- provide the resources and support structures needed to ensure the effective implementation of the policy.

Headteacher

Under the terms of this policy, the governing body delegates the day-to-day responsibility for the management of the policy to the Headteacher. The Headteacher will:

- ensure the effective implementation of the policy
- communicate the policy and its implications to staff, pupils, parents and other bodies
- organise the delivery of relevant training for staff
- monitor and report on the operation of the policy
- take any remedial actions as required.

Staff and pupils

The equality policy applies to all staff and to all pupils.

Monitoring

We recognise monitoring as essential to ensure that groups are not being disadvantaged.

We will monitor:

- admissions
- attainment
- attendance
- punctuality
- racist incidents and actions taken
- SEN Register composition
- after school clubs
- number of pupils participating in extended school holiday 'camps'
- selection and recruitment of staff
- governing body representation and retention
- parents attending consultation meetings
- parents' involvement in the life of the school (representation on PTA, attendance at parents' evenings, volunteering in the classroom, school productions support, attendance at house events, such as Sports Day).

The Headteacher regularly analyses pupil performance data according to groupings of children. Clear points for action will be discussed with all staff if there is ever evidence of pupils from any group performing less well than other groups or the year group average.

Response

Any incidents that occur are dealt with quickly by the Headteacher or a member of the school's Leadership Team. Pupils will be brought together and there will be an opportunity for the pupil who was abused to confront the person who treated him in this unacceptable way. The senior staff member dealing with the issue will attempt to facilitate some learning from this negative occurrence. In most cases both sets of parents will be informed about what transpired and how the matter has been dealt with. It may be necessary to invite the parents of the perpetrator in to school to discuss the situation with their child. Unintentional abuse will be treated as a lack of understanding on the part of the perpetrator. In such cases it may not be necessary to inform parents. In addition, any such events will be followed up by class based PSCE work and sometimes what occurred will be used to inform a whole school assembly (names will never be used).

Reporting

Any racist incidents that occur, whether intentional or otherwise, will always be recorded by the school. Our records will be sent to the local authority on a termly basis.

Status

- Reviewed: June 2017 Next review: June 2019 Written by: M Hartley / Sue Jepson

Equality objectives for Barnes Primary School 2018-19

Objective 1: attendance

To increase attendance of all children to 96%.

Objective 2: before / during or after school clubs

To ensure that all children participate in at least one before / during or after school club and that any pupil who requires financial support to do this, receives an assisted place

Objective 3: music tuition

To ensure that all free school meal children are given the opportunity to (begin to) learn a musical instrument before they leave Barnes Primary School via a subsidised tuition system set up by the school

Key terminology

Racial group	A group of people defined by their race, colour, nationality (including citizenship), ethnic or national origin.
Racial grounds	Reasons of race, colour, nationality (including citizenship), ethnic or national origin
Discrimination	Discrimination is treatment of a person or group which affects them unfairly because of something about them, like their age, disability, gender, race and religion or beliefs. There are two types of discrimination: direct and indirect.
Direct discrimination	<i>Direct discrimination</i> is where a person or organisation treats one person less well because they belong to a particular group. In deciding whether the treatment is discrimination, the way the person has been treated will be compared to how people in another group are treated.
Indirect discrimination	Indirect discrimination is where a general rule disadvantages someone from a particular group.
Racist incident	A racist incident is 'any incident which is perceived to be racist by the victim or any other person.'