



## Equality Policy

### Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010 (the act covers the following protected characteristics: sex, race, ethnicity, disability, religion and belief, sexual orientation, sexual identity and orientation, gender reassignment, marriage and civil partnership, pregnancy and maternity and age)
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it
3. Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

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 standards of these pupils
- monitor the operation of all the school's policies including, in particular, their perceived impact on the attainment standards of pupils from different groups
- 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 a reality, we constantly strive to:

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

This ambition is not borne from political correctness. It is part of our goal to build a completely civilised society, where we can all achieve our potential, free from prejudice.

### 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, circumstances and viewpoints are 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.



Our school aims are set out below.

The school strives 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 through all that we do including the personal development curriculum
- 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 equality in all areas of our work
- are determined to tackle discrimination in all its forms

We recognise:

- the inclusive nature of the revised National 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 ethnic groups include Gypsy Travellers, Refugees and Asylum-seekers and less visible minority groups (for example, Eastern Europeans)
- 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

### Legislation and guidance

This document meets the requirements, based upon the following legislation:

- [The Equality Act 2010](#) which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools.](#)



## Roles and responsibilities

The governing board will:

- ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated annually
- delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher

The governors of the Teaching, Learning and Inclusion committee monitor equality. They will:

- meet with the Headteacher and other relevant staff members every term, to discuss any issues and how these are being addressed
- ensure they're familiar with all relevant legislation and the contents of this document
- attend appropriate training
- report back to the full governing board regarding any issues

The Headteacher will:

- promote knowledge and understanding of the equality objectives amongst staff and pupils
- monitor success in achieving the objectives and report back to governors

The Deputy Headteacher will:

- support the Headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- support the Headteacher in identifying any staff training needs, and deliver training as necessary
- ensure that all school staff have read this document and work to achieve the objectives set out

## Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our [policies and statements](#), include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting, it is recorded in the meeting minutes.

All new staff will read this policy as part of their induction. They will also take part in any training that happens during the initial INSET days in September. Staff that arrive mid-year have an induction process and a thorough staff handbook that signposts key messages.

Governors are actively seeking to make the Governing Body more diverse and representative of the families at our school.



In September 2020, a new post in school was created for a class teacher to lead on Pupil Voice in Key Stage 2 and to promote and celebrate diversity within the school. This role has been designed so that the aims of this policy and links with the Barnes Inclusion Alliance (BIA) are further strengthened.

A group of parents have formed the BIA which aims are to ensure that:

- We are fully accepting of differences in each other and see them as normal
- We celebrate our diversity and learn from each other
- We make a conscious effort to make everyone feel included in our school and community.

The BIA will work with our Headteacher and diversity lead to implement their diversity and inclusion programme using a three-column approach of education, representation and communication.

Our whole school weekly newsletter raises awareness by including information (when they happen/are brought to our attention) regarding incidents based on inequality in our local community.

### **Monitoring by ethnicity**

We recognise monitoring as essential to ensure that groups are not disadvantaged. Pupil progress meetings with class teachers identify the progress of ethnic (as well as gender and term born groups).

We will monitor:

- admissions
- attainment
- attendance
- punctuality
- behaviour logs (CPOMS)
- racist incidents and actions taken - there is a termly return to the borough
- SEND Register
- after school clubs
- music tuition
- the number of pupils participating in extended school holiday 'camps'
- the selection and recruitment of staff
- governing body representation and retention
- parents attending consultation meetings
- parents' involvement in the life of the school (representation on PTFA, attendance at parents' evenings, volunteering in the classroom or for school trips, school productions support, attendance at house events, such as Sports Day)

The Headteacher regularly analyses pupil performance data according to groupings of children using the termly SIMS reporting of different groups for classes and year groups and an awareness of the numbers being reflected. Where appropriate or where trends are identified, clear points of actions will be discussed in the pupil progress meetings.

Pupil progress meetings take place each term so that teachers in each year group meet with the Headteacher and Deputy Headteacher to analyse the data. This ensures that any amendments to provision or extra intervention are planned for before the next term starts. It also informs future planning and events that take place to help address any inequalities.

Class teachers are then expected to focus on underperformance and to look for any trends/actions that may need to be taken to combat this and to put in the intervention necessary.

Half termly meetings between the Headteacher and Education Welfare Officer (EWO) take place to tackle attendance or punctuality issues.



### Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities)
- taking steps to meet the particular needs of people who have a particular characteristic
- encouraging people who have a particular characteristic (as identified in our objectives) to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school clubs/music tuition)

In fulfilling this aspect of the duty, the school will:

- analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- identify improvements for specific groups
- publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils
- The Senior Leadership Team (SLT) regularly lead assemblies celebrating diversity, British values and the importance of equality
- There is a focus during curriculum theme weeks on challenging stereotypes and discrimination based on any of the protected characteristics e.g. ensuring that female scientists are a focus when celebrating science week. We also regularly review our curriculum offer to make sure that it reflects our cohort/community and is up to date, part of this also looks at ensuring we are diverse in what we share with pupils (resources and flipcharts)
- Each week the Headteacher uses her Monday morning staff meeting (and subsequent email to all staff) to ensure staff are aware of the latest research and that key information is disseminated. Tuesday Headteacher briefings before professional development/staff meetings also include more focused content often linked to diversity
- The Headteacher, SLT and wellbeing mentor will monitor equality issues as part of annual phase reviews from September 2021

### Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal development education and activities in other curriculum areas
- Holding assemblies dealing with relevant issues - celebrating Black History Month, International Women's Month and challenging stereotypes. Pupils will be encouraged to take a lead in such assemblies and we will invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips to a range of places for worship
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school: for example, our School Council, food focus groups and Junior Safety Officers include representatives from different year groups and are formed of a boy and girl from the relevant classes, from a range of backgrounds. All pupils are encouraged to participate in the school's activities and extended provision opportunities. All pupils in KS2 participate in competitive sporting opportunities



- We have developed our links with people and groups who have specialist knowledge about particular characteristics to help inform and develop our approach (for example transgender workshops in UKS2) and SEND experts to work with staff

### **Equality considerations in decision-making**

The school ensures it gives due regard to equality considerations whenever significant decisions are made. The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- cuts across any religious holidays
- is accessible to pupils with disabilities
- has equivalent facilities for boys and girls
- that subsidised trips are available when applicable

### **Monitoring arrangements**

The Deputy Headteacher will update the equality information we publish, annually.

This document will be reviewed and approved by the full governing body at least every four years.

### **Links with other policies**

This policy underpins all our other policies, statements and how we operate at Barnes Primary School.

### **Single Equality scheme - seven principles**

We are adopting seven principles, adapted from those chosen by the Department for Education in their Single Equality Scheme.

#### **Principle 1**

##### **All learners are of equal value**

All learners are of equal value and should benefit from our school policies, practices and programmes:

- whether or not they are disabled
- whatever their ethnicity, culture, religious affiliation and faith, national origin or national status
- whatever their gender or sexual orientation
- irrespective of other factors such as age, income, family circumstances or where they live

#### **Principle 2**

##### **Relevant differences should be recognized**

Treating people equally can mean treating people differently. Different people have different needs and treating them all the same can lead to some people being disadvantaged because their needs are not met. Our policies, practices and programmes must not discriminate, but may be differentiated to



take account of differences in life experience, outlook and background and in the kinds of barrier and disadvantage which people face in relation to:

- disability, so that reasonable adjustments can be made
- ethnicity, culture and religion, so that different cultural backgrounds and experiences of racism are recognized
- gender and sexual orientation, so that the different needs and experiences of boys and girls, women and men are recognized
- factors such as age, income, family circumstances or where people live, so that different needs and experiences are recognised

### Principle 3

#### Workforce development

Policies and programmes should benefit all members of the workforce, for example in recruitment and promotion, and in continuing professional development:

- whether or not they are disabled
- whatever their ethnicity, culture, religious affiliation and faith, national origin or national status
- whatever their gender or sexual orientation
- irrespective of other factors such as age, income, family circumstances or where they live

### Principle 4

#### Positive attitudes and relationships should be fostered

Policies and programmes should promote:

- positive attitudes towards disabled people, and good relations between disabled and non-disabled people
- positive interaction and good relations between groups and communities different from each other in terms of ethnicity, culture, religious affiliation and faith, and national origin or national status
- mutual respect and good relations between boys and girls, women and men, and people of different sexual orientation
- mutual respect and good relations between people from different age groups, with different income or family circumstances or who live in different places

### Principle 5

#### Society as a whole should benefit

Policies and programmes should benefit society as a whole, both locally and nationally, by fostering greater cohesion, and greater participation in public life of:



- disabled people
- people of a wide range of ethnic, cultural and religious backgrounds
- women as well as men, and lesbian, gay, bisexual and transgender people as well as heterosexual people
- people from different age groups, with different income or family circumstances or who live in different places

## Principle 6

### Current inequalities and barriers should be addressed and reduced

In addition to avoiding or minimizing possible negative impacts, our policies and programmes should take opportunities to maximize positive impacts by addressing, reducing and removing inequalities and barriers that already exist between:

- disabled and non-disabled people
- people of different ethnic, cultural and religious backgrounds
- boys and girls, women and men, and people of different sexual orientation
- people from different age groups, with different income or family circumstances or who live in different places

## Principle 7

### Policy development should involve widespread consultation and involvement

People affected by a policy or programme should be consulted and involved in the design of new policies, and the review of existing ones. Such consultation should be both direct and be based on principles of transparency and accountability. It is particularly important to involve those who in the past have been excluded or disadvantaged, and who continue to face barriers:

- disabled and non-disabled people
- people of different ethnic, cultural and religious backgrounds
- women as well as men, and lesbian, gay, bisexual and transgender people as well as heterosexual people
- people who face challenges because of their age group, income, family circumstances or where they live

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| <ul style="list-style-type: none"><li>• Last reviewed: July 2021 by Jade Huxley</li><li>• Next review: February 2022 by Full Governing Body</li></ul> |
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