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Headteacher - Miss Amanda Rogers

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Equality Policy

EQUALITY STATEMENT

Equality does not mean treating everyone the same, it means treating people fairly, with respect, having regard for their rights and wishes. Sometimes this means giving people extra help so they have the same chances.

Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision),
- disability • race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief
- sexual orientation
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality Information - to demonstrate compliance with the general duty across its functions (We will not publish any information that can specifically identify any individual)
- Prepare and publish equality objectives Aston Rowant CTE Primary School - Equality Policy 2

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion. We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

All members of our school community will be treated with respect and without discrimination. We will ensure that everyone is able to participate fully in the life of the school and work together for the benefit of all.

Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents.

If incidents still occur we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

Equality is a Whole School Responsibility

We believe that promoting Equality is the whole schools responsibility.

We engage with the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Governors take responsibility for monitoring progress towards achieving equality objectives.

The head teacher takes responsibility for:

- Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties.
- Ensuring that all school community receives adequate training to meet the need of delivering equality, including pupil awareness.
- Ensuring that all staff are aware of their responsibility to record and report prejudice related incidents.
- Ensuring fair treatment and access to services and opportunities.
- Ensuring that all staff are aware of their responsibility to record and report prejudice related incidents.

Teaching staff take responsibility for:

- Help in delivering the right outcomes for pupils.
- Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.
- Design and deliver an inclusive curriculum
- Ensure to record and report prejudice related incidents.

Non Teaching Staff take responsibility for:

- Support the school and the governing body in delivering a fair and equitable service to all stakeholders
- Uphold the commitment made by the head teacher/principal on how pupils and parents/carers can be expected to be treated
- Support colleagues within the school community
- Ensure to record and report prejudice related incidents

Parental responsibilities:

- Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these.
- Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all
- Supporting the school to achieve the commitment made to tackling inequality.
- Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.

Community responsibilities:

- Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these
- Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.