

“At the heart of the community, with community at its heart.”

INTRODUCTION

The policy outlines the commitment of the staff, pupils and governors of Ingham Primary School to ensure that equality of opportunity is available to all members of the school community. We will strive to eliminate all forms of discrimination, harassment and victimisation and foster good relations with all.

For our school this means not simply treating everybody the same but understanding and tackling the different barriers which could lead to unequal outcomes for different groups of pupils in school, whilst celebrating and valuing the achievements and strengths of all members of the school community. These include:

- Pupils
- Staff
- Parents/carers
- The governing body
- Multi-agency staff linked to the school
- Visitors to school
- Students on placement

STATEMENT OF PRINCIPLES

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 Ingham Primary School, equality is a key principle for treating all people fairly and creating a society in which everyone has the opportunity to fulfil their potential - irrespective of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination.

We are committed to providing a working environment free from discrimination, bullying, harassment and victimisation. We aim to recruit an appropriately qualified workforce and establish a governing body that is representative of all sections of the community in order to respect and respond to the diverse needs of our populations. We expect all staff to respect and promote the values of our school, but we do not discriminate against personal beliefs.

We aim to provide all our pupils with the opportunity to be “successful, confident and caring.”

The achievement of all pupils will be monitored, where appropriate in light of the protected characteristics outlined in the Equality Act 2010. We will use the analysis of this data to support pupils, raise standards and ensure inclusive teaching.

Ingham Primary School will ensure that we buy services from organisations that comply with equality legislation.

STAUTORY REQUIREMENTS

The Equality Act 2010 has brought together all the current discrimination laws into one and sets out the “protected characteristics” that qualify for protection from discrimination as:

- Age (relevant in duties as an employer but not in relation to pupils)
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The Act introduces a single Public Sector Equality Duty (PESD), sometimes referred to as the “general duty”. The combined duty has 3 main elements and in carrying out our functions we will have due regard to the need to:

- Eliminate all forms of discrimination, harassment and victimisation that are prohibited by the Act.
- Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- The specific duties, which will help us to fulfill our obligations under the general duty require us to:
- Publish information to demonstrate how we are complying with the Public Sector Equality Duty.
- Prepare and publish equality objectives.

In light of the specific duties the school will review annually and publish any appropriate information and/or equality objectives.

ROLES AND RESPONSIBILITIES

- Our governing body will ensure that the school complies with statutory requirements in respect of this policy
- The headteacher is responsible for the implementation of this policy, and will ensure that staff are aware of their responsibilities, that they are given necessary training and support and report progress to the governing body
- The headteacher has day-to-day responsibility for co-ordinating the implementation of this policy
- Our staff will promote an inclusive and collaborative ethos in the school, challenge inappropriate language and behaviour, respond appropriately to incidents of discrimination and harassment, ensure appropriate support for children with additional needs and maintain a good level of awareness of equalities issues
- All members of the school community have a responsibility to treat each other with respect, to feel valued, and to speak out if they witness or are subject to any inappropriate language or behaviour
- We will take steps to ensure all visitors to the school adhere to our commitment to equality

EQUAL OPPORTUNITIES FOR STAFF

We recognise the need for positive role models and distribution of responsibility among staff.

- This must include pupils' access to a balance of male and female staff at all key stages where possible.
- We encourage the career development and aspirations of all school staff
- It is our policy to provide staff with training and development, which will increase awareness of the needs of different groups of pupils
- Access to opportunities for professional development is monitored on equality grounds

Staff Recruitment

- All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and ensure equality good practice through the recruitment and selection process
- Equalities policies and practices are covered in all staff inductions
- All temporary staff are made aware of policies and practices
- Employment policy and procedures are reviewed regularly to check conformity with legislation and impact

EQUAL OPPORTUNITIES FOR PUPILS

Our admissions policy is fully inclusive, in line with Lincolnshire County Council guidelines. We apply no additional criteria to the 'standard' LCC admissions policy.

- The school keeps detailed logs of any incidents such as Bullying or Racist incidents and these are reported to governors.
- The school has zero tolerance on discriminatory behaviour and involves parents and other agencies when matters arise.
- Any staff showing discriminatory behaviour towards a pupil, family or group will face disciplinary procedures as outlined in the staff discipline policy.

This policy will be reviewed every 3 years or earlier. Spring 2022