

HADLEIGH INFANT & NURSERY SCHOOL



Equality Policy

2018-2022

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Other contributors	-
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Other related policies	-
Other paperwork attached	Equality Objectives 2018 -2022

Version History Log for this document

Version	Date Published	Details of key changes from previous version

Legislative framework

This policy has due regard to statutory legislation including, but not limited to, the following:

- UN Convention on the Rights of the Child
- UN Convention on the Rights of Persons with Disabilities
- Human Rights Act 1998
- Special Educational Needs Regulations 2014
- Education and Inspections Act 2006
- Equality Act 2010
- The Equality Act 2010 (Specific Duties) Regulations 2011

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

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

Hadleigh Infants and Nursery 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.

A protected characteristic, under the Act, is as follows:

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

The Act makes it unlawful for the responsible body of a academy 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.

Principles and aims

We see all learners and potential learners, and their parents and carers, as of equal value, regardless of their race, gender, disability, religion/belief, sexual orientation or age.

Our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to their race, gender, disability, religion/belief, sexual orientation or age.

Hadleigh Infants and Nursery School will promote race equality and have due regard to eliminate unlawful racial discrimination, promote equality of opportunity and promote good relations between people of different racial groups.

Hadleigh Infants and Nursery School will promote disability equality throughout the academy, ensuring equality of opportunity, eliminating unlawful discrimination, eliminating disability-related harassment and encouraging participation by disabled people in public life.

Hadleigh Infants and Nursery School will promote gender equality by eliminating unlawful discrimination and harassment, and promote equality of opportunity between men and women, girls and boys.

Transgender people are explicitly covered by the gender equality duty. For the purposes of this policy, the term 'transgender' refers to an individual whose gender expression or identity is different from that traditionally associated with the sex they were assigned at birth. This academy will respect the confidentiality of those seeking gender re-assignment and will provide a supportive environment within the social community.

Hadleigh Infants and Nursery School is opposed to all forms of prejudice and recognises that children and young people who experience any form of prejudice-related discrimination may fare less well in the education system.

Hadleigh Infants and Nursery School will ensure that all staff comply with the appropriate equality legislation and regulations.

Hadleigh Infants and Nursery School Admissions Policy will not discriminate in any way.

The School Leaders and Trust Board will:

- Ensure staff are aware of their responsibilities, are given necessary training and support, and report progress to the governing body.
- Foster positive attitudes and relationships, and a shared sense of cohesion and belonging, and ensure this is promoted in our policies, procedures and activities.
- Observe good equalities practice in staff recruitment, retention and development, and ensure that all policies and procedures benefit all employees and potential employees

regardless of their race, gender, disability, religion/belief, sexual orientation or age, and with full respect for legal rights relating to pregnancy and maternity.

- Reduce and remove inequalities and barriers that already exist.
- Engage with a range of groups and individuals to ensure that those who are affected by a policy, procedure or activity are consulted and involved in the design of new policies, and in the review of existing ones.
- Ensure that policies, procedures and activities benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in the public life of everyone, regardless of their race, gender, disability, religion/belief, sexual orientation or age.
- Ensure staff promote an inclusive and collaborative ethos in the academy, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, and showing appropriate support for pupils with additional needs, maintaining a good level of awareness of issues surrounding equalities.
- Ensure that the children are taught core values linked to equality and provided with opportunities to celebrate the differences that are present in our school and local area.

Roles and responsibilities

The Governing Body will:

- Ensure that Hadleigh Infants and Nursery School complies with the appropriate equality legislation and regulations.
- Meet its obligations under the Public Sector Equality Duty to publish equality objectives.
- Ensure that Hadleigh Infants and Nursery School's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the recording and reporting of equality and diversity data is sufficiently scrutinised if concerns are raised.
- Ensure that Hadleigh Infants and Nursery School's Admissions Policy does not discriminate in any way.
- Ensure equal opportunities in its staff recruitment and promotion practices, CPD programmes and in membership of the governing body.
- Ensure that the school proactively recruits high-quality applicants from under-represented groups.
- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place to enforce this policy.

The Head Teacher will:

- Implement the policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their HR induction and CPD.

- Ensure that all parents, visitors and contractors are aware of, and are in compliance 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.
- Ensure the school's curriculum represents the similarities and differences that are present in the school and local area.

The staff will:

- Teach the children to respect and celebrate differences within the school and the local area.
- Ensure children are aware of who they can talk to if they have any concerns or would like to report something.
- Be mindful of any incidence of harassment or bullying in the school.
- Address any minor issues of harassment or bullying in the school and report any major breaches of the policy to the Head Teacher.
- Identify and challenge bias and stereotyping within the curriculum and the academy's culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor students' progress and academic needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending the appropriate training

The children will:

- Not discriminate or harass any other pupil or staff member.
- Actively encourage equality and diversity in the academy by contributing their cultural experiences and values.
- Report any incidences of bullying or harassment, whether to themselves or to others, to a member of the school staff.
- Abide by the school rules and ensure that treat everyone with respect.

Gender reassignment

The Act ensures legal protection against discrimination (direct or indirect) for everyone under the nine protected characteristics mentioned previously, including gender reassignment.

A person has the protected characteristic of gender reassignment if that person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

All members of staff and pupils have a right to privacy, which includes the right to keep one's transgender status confidential. Academy staff should not disclose information that may reveal a child or other staff members' transgender status.

The school will appoint a staff member (Kerrie Strickland) whom any transgender child/ staff can confide and who can deal with any issues that may arise, for instance bullying or harassment.

Uniform and Dress Code

The Act does not deal specifically with school uniform or other aspects of appearance, such as hair colour and style, and the wearing of jewellery and make-up, but the general requirement not to discriminate in the treatment of pupils applies here in relation to other aspects of the academy policy.

Hadleigh Infants and Nursery School will ensure that blanket uniform policies do not discriminate because of race, gender, disability, religion/belief, sexual orientation or age.

Hadleigh Infants and Nursery School will be sensitive to the needs of different cultures, races and religions and act reasonably in accommodating these needs, without compromising important school policies, such as Health and Safety or Behaviour.

Curriculum

The School Leaders and Governing Body will ensure that all children no matter their race, gender, disability, religion/belief, sexual orientation or age have access to a broad and balanced curriculum.

The school's curriculum will be designed to ensure that all children are taught about the diversity in our school, local area and within the UK.

The children will have opportunities to celebrate differences linked to race, gender, disability, religion/belief, sexual orientation or age.

The school's rules and core values are both closely linked to respecting everyone and their views no matter their race, gender, disability, religion/belief, sexual orientation or age.

The children will also be taught who to talk to if they have any concerns relating to mistreatment of themselves or others linked to race, gender, disability, religion/belief, sexual orientation or age.

Promoting equality

In order to meet our objectives, the academy has identified the following priorities:

- Hadleigh Infants and Nursery School will provide auxiliary aids that are directly related to disabled children's educational needs as a reasonable adjustment so they can integrate wholly in all parts of academy life.
- Staff will ensure that all pupils are able to take part in extra-curricular activities and residential visits, and the school will monitor uptake of these visits to ensure no one is disadvantaged on the grounds of a protected characteristic.
- There will be differential schemes of work designed to meet the abilities and learning styles of all pupils.
- Hadleigh Infants and Nursery School will ensure that all forms of prejudice-motivated bullying is taken seriously and dealt with equally and firmly.
- There will be a clearly defined disciplinary system, which will be consistently enforced.
- Hadleigh Infants and Nursery School will increase access for disabled children and young people to the school's curriculum and will take necessary steps to meet children's needs by using a variety of approaches and planning reasonable adjustments for disabled children, enabling our pupils to take as full a part as possible in the activities of the academy.
- Hadleigh Infants and Nursery School will ensure there is adequate access to the physical environment of the school.
- Hadleigh Infants and Nursery School will seek the views of advisory staff, outside agencies and local academies.
- Throughout the year, the school will plan ongoing events to raise awareness of equality and diversity.
- Hadleigh Infants and Nursery School will consult with stakeholders, i.e. children, parents/carers, staff and relevant community groups, to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning.
- These equality objectives will be reviewed and reported on annually.
- Bullying and prejudice will be carefully monitored and dealt with accordingly.
- Regular training will be given to both existing and new staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.
- Hadleigh Infants and Nursery School will ensure that all policies can be adapted to ensure that they can be accessed by all.

Reporting

All staff will be required to report any type of discrimination they have witnessed or experienced. Staff can report any incidents or concerns to Mr. S. Proctor (Head Teacher) who will act on the

information that he has been given. If staff have any concerns about how Mr. S. Proctor has acted they should inform Mr. I. Holroyd (Chair of Governors).

Mr. S. Proctor will inform the Full Governing Body (as part of his Head Teacher's Report) of any incidents/concerns and the actions that have been implemented in the subsequent time period after the disclosure.



Equality Objectives

2018 - 2022

1 - To promote a greater understanding of socio-economic backgrounds, cultures and beliefs especially recognising that our school does not represent the full diversity of British society through the school's broad and balanced curriculum.

2 - To investigate and implement more efficient ways of communicating with hard to reach families e.g. those with English as an additional language or those with inadequate Literacy or Numeracy skills.

3 - To investigate the barriers that hard to reach families have that stops them from engaging effectively in their child's education.

4 - To improve the overall rates of progress and attainment for all children including those in vulnerable groups.

5 - To ensure school governors are fully aware of the progress vulnerable groups are making within the school and what has been provided to ensure that any attainment gaps have been diminished.