

# Bentley High Street Primary School



## School Policy Statement

### Equality Policy

Created: January 2021

Review Date: January 2025

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### Aims

The purpose of this policy is to set out how Bentley High Street Primary School is complying with The Equality Act 2010 as per the issued government guidance dated 2014. Running alongside this policy, are our equality objectives that we are committed to establishing and reviewing annually. They can be found displayed on our website.

Bentley High Street Primary School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following key principles:

- All learners are of equal value
- We recognise and respect difference
- We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
- We observe good equalities practice in staff recruitment, retention and development.
- We aim to reduce and remove inequalities and barriers that already exist.
- We have the highest expectations of all our children.

We believe that these principles are included in our core school values:

### **VALUES**

In and out of school you should always act with kindness and try to uphold our school values:

- We focus on learning
- We care for others
- We always show respect
- We enjoy teamwork
- We are inclusive
- We enjoy school life
- We trust all members of our school community
- We show bravery in everything we do

All our pupils, staff and visitors are valued, of equal worth so encouraging individual achievement to the highest level. We consider equality to be a key principle for treating all people the same. The school recognises its duty under the Equality Act 2010. The act provides a single, consolidated source

of discrimination law, covering all types of discrimination that are unlawful. The school does not discriminate against anyone; either directly or indirectly, with the following protected characteristics:

- Age
- Being or becoming a transsexual person
- Being married or in a civil partnership
- Being pregnant or on maternity leave
- Disability or learning need
- Race including colour, nationality, ethnic or national origin
- Religion, belief or lack of religion/belief
- Gender
- Sexual orientation

We recognise that it is unlawful for a child or adult to be victimised for possessing any of these characteristics, including extending to any of these in relation to parents or siblings.

The school adopts this approach with the upmost seriousness and conducts themselves with equality in all aspects of school life. Whether this be in regard to:

- Admissions
- Recruitment
- The way in which we provide education
- The way in which we provide pupils access to any benefit, facility or service

In order to comply with the Equality Act 2010, we ensure that we:

- Advance equality of opportunity
- Foster good relations through tackling prejudice and promoting understanding
- Have due regard to the need to eliminate unlawful discrimination, harassment and victimisation

#### How we achieve equality

We eliminate discrimination by:

- Adoption of the single Equality Scheme
- Our behaviour policy ensures that all children feel safe at school and addresses prejudicial bullying
- Reporting, responding to and monitoring all racist incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it

We advance equality of opportunity by:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention
- Ensuring participation of parents/carers and pupils in school development
- Listening to parents/carers
- Listening to pupils at all times
- Fostering good relations across all characteristics – between people who share a protected characteristic and people who do not share it

We foster good relations by:

- Ensuring that Bentley High Street Primary School is seen as a community school within our local community
- Ensuring that equality and diversity are embedded in the curriculum and in collective worship.

### Equality considerations and objectives

The school ensures it has 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

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

School agrees upon equality objectives each year which are created with due regard to our school context. These are reviewed annually to ensure that they are being met for the best possible outcomes for all of our pupils.

### 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
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governor is Miletta Gibbons. They will:

- Meet with the designated member of staff for equality annually, and other relevant staff members, 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 equality and diversity training where applicable
- Report back to the full governing board regarding any issues

Senior leaders 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 designated member of staff for equality will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with the equality link governor annually to raise and discuss any issues

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

#### Links to other policies

This policy links closely to other areas of school and in particular:

- Accessibility plan
- Risk assessment
- Curriculum drivers – equality is a key driver in our curriculum
- SEND policy

#### Review

Senior leaders will update the equality information we publish, including measures against our equality objectives at least every year.

This policy will be reviewed by senior leaders least every 4 years.

This document will be approved by the governing body.

We may also update this policy within this 4 yearly cycle if there are any changes to legislature or advice for schools issued by the government.

#### Legislation and guidance

This document meets the requirements under 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 also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

This document also complies with our funding agreement and articles of association.