



Single Equality Policy

Policy agreed by Governors: Spring 2020

Policy to be reviewed: Spring 2024

Re-adopted:

2020 Objectives agreed by Governors:

Objectives reviewed and set in Spring of each year

Based on Sandwell L.A. Guidance (Circular 137 May 2012)

Lyng Primary School Single Equality Policy

This policy is available to all pupils, staff and parents on the School website.

Single Equality Policy

Monitor and Review

Every three years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.

Date Approved by the Governing Body: 27/04/16

Date to be reviewed by the Governing Body: 04/17

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 only),
- disability
- race (includes ethnic or national origins, colour or nationality)
- gender (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief (includes lack of belief)
- sexual identity
- 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 child.
- Prepare and publish equality objectives

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.

Our School Aims

The aims of our school are the same for all pupils.

They are:

- To progress to the full extent of their ability, developing and fostering their talents and interest irrespective of gender, religion, ethnic origin and family circumstances.
- To achieve the highest academic standards of which they are capable, and develop practical and physical skills, creative and aesthetic appreciation and a reasoned set of moral, social and spiritual values by ensuring entitlement and access to the National and School Curriculum and all other aspects of school life.
- To have each child's individual progress assessed, recorded and interpreted to cater for individual needs.
- To acquire good learning habits and develop a positive attitude towards learning, so that children enjoy school and acquire a solid base for lifelong learning.
- To begin to acquire a personal awareness so they may develop the confidence and self-esteem necessary to adapt to a changing society.
- To develop respect and a sensitive caring and tolerant attitude to others in school, the local community and to society at large. To ensure good citizenship through the promotion of modern British values.
- To enable children to know right from wrong and to be positive citizens in society.

School Vision

At Lyng Primary School our vision is to provide a nurturing, happy and safe environment. Surrounded by caring adults children will be provided with opportunities to become the best that they can be. We will strive to ensure that every child leaves Lyng Primary feeling confident, self-motivated and independent so that they are ready for the next stage in their lives.

Both in and outside the classroom a Lyng child should:

- Be engaged, excited and inspired
- Be challenged
- Learn to use their imagination and develop curiosity
- Push themselves to try new things and experiences
- Learn not to give up
- Learn to work alongside, understand and appreciate others

- Be successful
- Achieve
- Have Fun!

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 then provide some support.

Responsibility

We believe that promoting Equality is the whole schools responsibility.

Governing body

Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these.

Head teacher/Principal

As above including:

- 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.
- Ensure that staff have appropriate skills to deliver equality, including pupil awareness.
- Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.

Senior Management Team

- To support the Head/Principal as above
- Ensure fair treatment and access to services and opportunities.
- Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.

Teaching staff

- 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 that you are aware of your responsibility to record and report prejudice related incidents.

Non Teaching Staff

- 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 that you are aware of your responsibility to record and report prejudice related incidents.

Parents

- 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.

Pupils

- 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.

Local community members

- 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.

We will ensure that the whole school community is aware of the Single Equality Policy and our published equality information and equality objectives by publishing them on through mediums as identified by the Governing Body. (School website.)

Complaints

Complaints with regard to this policy will be dealt with via the schools complaints procedure, a copy of which is available on the school website. Further guidance for parents and carers and school governors on the Equality Act 2010 can be found on Sandwell Equality Virtual Office:

<http://www.lea.sandwell.gov.uk/members/bulletin/virtual-offices/equality/index.html>