Sheepy Magna Church of England Primary School

Equality Policy

Headteacher: Alison Field

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Chair of Governors: David Wright

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Last Reviewed – February 2025

Next Review Date – February 2026

Legal Duties

As a school we welcome our duties under the Equality Act 2010. In addition, this policy refers to guidance from the DFE dated May 2014 The Equality Act 2010 and schools. The general duties are to:

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

The Act makes it unlawful for a school 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

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.
It is unlawful for a school to discriminate against a pupil or prospective pupil by treating them less favourably because of their:

- Sex
- Disability
- Race
- Religion or belief
- Sexual orientation
- Gender reassignment
- Maternity and pregnancy
- Age
- Marriage and civil partnership

It is also unlawful to discriminate because of their association a pupil may have.
In order to meet our general duties, 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.
- Publish equality objectives. (detailed in this policy) 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 and tracking of progress
- Exclusions
- Prejudice related incidents
- Behaviour logs
- Attendance at clubs and involvement in school life

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.

Currently our equality objectives are:

- *Narrow the gap in performance of children eligible for Pupil Premium*
- *Narrow the progress gap between children recognised as having SEND and their peers.*
- *Anticipate any gaps in performance of children joining Sheepy Magna CE Primary after EYFS.*
- *Ensure all vulnerable groups are fully represented in clubs and school roles.*

Linked policies that re-enforce this duty include our Behaviour Policy, Anti-Bullying Policy, Attendance Policy, Teaching and Learning Policy, PSHE Policy, SRE Policy, Pay Policy.

Duties around accessibility for disabled pupils

We acknowledge in any refurbishments that may be needed to make reasonable adjustments to the school environment. For example alterations to the school with a ramp to the main entrance and installation of a larger more accessible disabled toilet. Any changes to the environment in this respect will be included in our SI premises plan and also recognised where relevant in our H & S audits.

Prevent Duty

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion and the latest duty on schools to as part of the Counter Terrorism and Security Act 2015. Sheepy Magna CE Primary has due regard to the need to prevent people from being drawn in to terrorism. This principle is threaded through other policies (e.g. Extremism and Radicalisation, Anti-bullying, Behaviour, Teaching and Learning, Acceptable Use policy etc...) We fully advocate the principles of British Values through our curriculum and in our expectations of our whole school community for respect. As a school we will respectfully challenge extremist views and note concerns arising in our race/hate records. 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

We believe that promoting Equality is the whole school's responsibility:

Governing Body
Involve and engage the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Understand legal obligations under the Prevent duty.

Headteacher
As above including: Promote 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.

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 they are aware of their 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 and ensure that they are aware of their 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
Support the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the Headteacher 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.

Further guidance for parents and carers and school governors on the Equality Act 2010 can be found on the DFE website http://www.education.gov.uk