

Swallownest Primary School



Equality Statement and aims

Headteacher: *Mr L McHale*

Policy adopted: September 2019

Policy reviewed: October 2022

Rotherham Metropolitan Borough Council Education
Department

Equality Statement

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 not for service provision),
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief,
- sexual orientation
- 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 Ethos/mission

“We want the best for and best from everyone in our learning community”. We value the achievements of all through academic ability, creative expression, social interaction and sporting achievement in a supportive and inclusive environment.”

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 provide some support.

Responsibility

We believe that promoting Equality is the whole school’s responsibility

School Community	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. Monitoring progress towards achieving equality objectives. Publishing data and publishing equality objectives.

Head Teacher	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. Ensuring that all school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Senior Leadership 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 the school's website and through other mediums as identified by the governing body.

Breaches

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the head teacher and governing body.

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.

Further guidance for parents and carers and school governors on the Equality Act 2010 can be found on the LA's Website: <http://www.rotherham.gov.uk>

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence. Our equality objectives focus on those areas which we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Aim	Action to be taken	Personnel	Timescale	Resources	Impact
Narrow the pupil premium gap in reading, writing and maths in all year groups.	Increase the number of pupil premium pupils working at the expected standard for their age. Monitor the achievement of pupil premium pupils. Plan and deliver interventions to address gaps in learning and identified through on-going assessment.	to manage PP intervention programme. All class teachers and TA's.	On-going.	Time for meetings Cost of resources to support learning. Reflex, Numbots, Hairy letters and phonics, personalised learning equipment.	Gap narrowed in specific year groups and subjects (as identified through data analysis)
Promote understanding and respect for differences.	Identify opportunities in the curriculum to look at other cultures/ countries, study famous people from ethnic minorities and with a variety of abilities and to	SLT All class teachers and TA's Governors	On-going	Resources including CLPE subscription.	Greater understanding and respect for differences. The school ethos and curriculum promotes respect for the

	<p>celebrate diversity – use CLPE resources to help find quality texts.</p> <p>Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries.</p>	Pupils			<p>differences of the school community.</p> <p>Issues are covered through lessons, collective worship and staff training.</p>
Provide training for all staff and governors on equality and diversity.	<p>Provide specific staff meetings on equality training.</p> <p>Use opportunities as they arise during staff training to provide training and equality and diversity.</p>	All staff	<p>Training on equality policy and duty.</p> <p>Spring term 2018, 2021 (revisit)</p>	Time for meetings	All staff are aware of legislation and responsibilities of all stakeholders.
Improve provision for pupils for whom English is an additional language, particularly new arrivals at the early stage of English acquisition.	<p>Meeting between HOS and Parents/Carers. Information shared. In class teachers will select pupils to mentor new arrivals. Teachers to make early assessment of</p>	Class teachers and support	Support ongoing from date of school place offer.	Time for meetings.	New pupils are supported and interventions are put in place to ensure positive transition and accelerated progress.

	EAL needs and identify appropriate interventions.				
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