

Introduction

As a school we welcome our duties under the Equality Act 2010 (<http://www.legislation.gov.uk/ukpga/2010/15/contents>)

Our General Duties

- The Governing Body of Kington Primary school is committed to promoting equality and diversity and eliminating discrimination, harassment, victimisation and other conduct that is prohibited by or under the Equality Act 2010.
- By recognising and appreciating individual needs and differences, the school will be broadly representative of the community it serves, and be a place where children and staff thrive - mentally, physically, socially and spiritually.
- We aim to advance equality of opportunity and foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This will be achieved by implementing equal opportunities and diversity practice across the three dimensions of the School: as an employer; an educator; and as a resource for the local community.

We will ensure that the whole school community is aware of the Equality Statement and the associated published equality information and objectives. This information will be accessible on our website.

Our Legal Duty

We understand the principle 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 (as defined by the Equality Act 2010)
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy (for employees)
- religion and belief,
- sexual orientation
- Marriage and Civil Partnership (for employees)

As a school we also monitor equalities information in relation to other groups such as: looked after children; pupils from low income backgrounds; children from military families; pupils for whom English is an additional language.

In order to meet our general duties, listed above, the law requires us to carry out some specific duties to demonstrate how we meet the general duties. These are to:

1. 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).
2. 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

We will use the information we collect to:

- Evaluate how well we comply with our duties under the Equality Act
- Assess the impact of policies and procedures
- Decide where positive action may be appropriate
- Identify priorities, set equality objectives and update our School Improvement Plan and Accessibility Plan
- Monitor progress towards meeting the objectives set
- Inform future action

Core Statements

In fulfilling our legal obligations, we will be guided by seven core statements:

- All learners are of equal value
- We recognise, welcome and respect diversity
- We foster positive attitudes and relationships, and a shared sense of belonging
- We observe good equalities practice, including staff recruitment, retention and development
- We aim to reduce and remove existing inequalities and barriers
- We aim to consult and involve widely
- We strive to ensure that society will benefit

Addressing Prejudice-Related Incidents

Our 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.

Responsibility

We believe that promoting Equality is the responsibility of everyone in the school community:

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.
- An Equality Link Governor will be appointed if appropriate.

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 needs of delivering 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 as above, including:

- 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.

Support 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 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 and Community

- 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.

Monitor and review

Our equality objectives will be set as part of our overall School Improvement Plan and therefore will be shared with staff, governors and parents as well as reviewed regularly as part of this process. Equalities information will be collated and published annually via our school website.