

Equality Scheme



Reviewed Autumn 2015

Contents

1. Policy Statement
2. School Practice
3. Statutory Requirements
4. Publication and Review
5. Community Cohesion
6. Responsibilities
7. Tackling Discrimination
8. Staff Development
9. Review of Progress and Impact
10. Publishing the plan
11. How we conduct Equality Impact Assessment
12. How we chose our equality objectives
13. Equality Objectives
14. Access Plan
15. Community Cohesion Plan

Appendix

Description of school practice in:

- Pupils' attainment and progress
- The quality of provision – Teaching and Learning
- The quality of provision – The curriculum
- The quality of provision – Guidance and Support
- Behaviour and Attendance
- Partnership with pupils, parents, carers and the wider community
- Leadership and Management
- Linguistic Diversity

1. Policy Statement

- a) We will:
- respect the equal human rights of all our pupils;
 - educate them about equality; and
 - respect the equal rights of our staff and other members of the school community.
- b) As we review our school policies and practices we will consider their impact and implement all necessary resulting actions in relation to:
- ethnicity,
 - religion or belief,
 - socio-economic background,
 - gender and gender identity,
 - disability,
 - sexual orientation, and
 - age.
- c) We will promote community cohesion at school, local, national and global levels, comparing our school community to its local and national context and implementing all necessary actions in relation to:
- ethnicity,
 - religion or belief, and
 - socio-economic background.

We are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, religion or belief, or socio-economic background or any protected characteristics. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The achievement of pupils will be monitored by race, gender, socio – economic background and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all.

2. School Practice

The attached appendix contains details of current school practice in:

- Pupils' attainment and progress
- The quality of provision – Teaching and Learning
- The quality of provision – The curriculum
- The quality of provision – Guidance and Support
- Behaviour and Attendance
- Partnership with pupils, parents, carers and the wider community
- Leadership and Management
- Linguistic Diversity

3. Statutory requirements

The equality objectives in Section 11 address our duties under current equality legislation, up to and including the Equality Act 2010. .

In relation to this act our duties require us to have due regard to the need to:

- Eliminate discrimination
- Advance equality of opportunity between people who share a protected characteristic and those who do not share it
- Foster good relations across all characteristics and between those who share a characteristic and those who do not share it .

The Access plan in Section 12 addresses our duty under the Special Educational Needs and Disability Act (SENDA) 2001.

The Community Cohesion plan in Section 13 addresses our duty under the Education and Inspections Act 2006.

4. Publication and review

This Equality Scheme fulfils statutory requirements under the terms of legislation referred to above. As it is a public document, the school governors publish it by making it available on request. The scheme will be kept under annual review.

5. Community Cohesion

The following statement outlines both the data and current issues relating to ethnicity, religion/belief and socio-economic factors. It demonstrates the awareness of the staff and governors of how the school community compares with the wider community, both locally and nationally. It therefore forms the basis for planning the actions in Section 12 to promote Community Cohesion.

Eastway school was built in 1939 as an integral part of the Eastway council estate. It is an urban area with a predominantly white British population. The estate was recently subject to an anti-social behaviour order. A small number of children speak English as an additional language. The % of adults who have attended higher education is low and the % of high social class housing is low. Unemployment is high with many families living under threat of further unemployment. Free School Meals figures are consistently above national and dental health statistics are poor.

- Ethnicity/culture context of the school (local and national)
- Religion/belief context of the school (local and national)
- Socio-economic context of the school (local and national)
- Current issues affecting cohesion at school, local and national level

6. Responsibilities

The **Head teacher and Governing Body** take the lead in:

- drawing up, publishing and implementing the school's equality objectives
- making sure the school complies with the relevant equality legislation; and
- making sure the school Equality Scheme and its procedures are followed
- monitoring progress towards the equality objectives and reporting annually

The **Head teacher** is responsible for:

- making sure steps are taken to address the school's stated equality objectives;
- making sure the equality, access and community cohesion plans are readily available and that the governors, staff, pupils, and their parents and guardians know about them;
- producing regular information for staff and governors about the plans and how they are working;
- making sure all staff know their responsibilities and receive training and support in carrying these out; and
- taking appropriate action in cases of harassment and discrimination, including prejudice-related incidents.
- enabling reasonable adjustments to be made, in relation to disability, in regard to students, staff, parents / carers and visitors to the school.

All staff are responsible for:

- promoting equality and community cohesion in their work;
- avoiding unlawful discrimination against anyone;
- fostering good relations between groups; and
- dealing with prejudice-related incidents;
- being able to recognise and tackle bias and stereotyping;
- taking up training and learning opportunities.

The **Head teacher and/or Senior Leadership team** are responsible for dealing with reports of prejudice-related incidents.

Visitors and contractors are responsible for following relevant school policy.

7. Tackling discrimination

Harassment on account of race, gender, disability or sexual orientation is unacceptable and is not tolerated within the school environment. **All staff are expected to identify and challenge prejudice and stereotyping and deal with any discriminatory incidents that may occur.** All incidents are reported to the Headteacher/SLT and any racist incidents are reported to the governing body.

Harassment on grounds of race, gender, disability, sexual orientation or other factors such as socio-economic status, can take many forms including verbal or physical abuse, name calling, exclusion from groups and games, unwanted looks or comments, jokes and graffiti.

A racist incident is defined by the Stephen Lawrence Inquiry Report (1999) as: 'any incident which is perceived to be racist by the victim or any other person'.

Types of discriminatory incidents that may occur are:

- Physical assault against a person or group because of their race, disability, sexual orientation or gender;
- Use of derogatory names, insults and jokes;
- Racist, sexist, homophobic or discriminatory graffiti;
- Provocative behaviour such as wearing racist, sexist, homophobic or discriminatory badges or insignia;
- Bringing discriminatory material into school;
- Verbal abuse and threats;
- Incitement of others to discriminate or bully due to victim's race, disability, gender or sexual orientation (or any protected characteristic)
- Discriminatory comments in the course of discussion;
- Ridicule of an individual for difference e.g. food, music, religion, dress etc;
- Refusal to co-operate with other people on grounds of race, gender, disability or sexual orientation.

8. Staff development

Appropriate staff will continue to attend LA training and updates on Equality, Diversity and Community Cohesion.

This policy will form part of the induction pack provided for new staff and will be discussed with a member of the SLT as part of the induction process.

All staff will receive training which will enable them to meet their responsibilities as described above.

9. Review of progress and impact

In line with legislative requirements, we will review progress against our Equality Policy and Plan annually and review the entire action plan on a three year cycle.

We make regular assessments of pupils' learning and use this information to track pupil progress. As part of this process, we regularly monitor achievement by race, gender and disability, to ensure that all groups of pupils are making the best possible progress and take appropriate action to address any gaps.

10. Publishing the plan

In order to meet the statutory requirements to publish a Disability Equality Scheme and Gender Equality Scheme, we will:

- Publish our plan on the school website;
- Raise awareness of the plan through the school newsletter, assemblies, staff meetings and other communications;
- Make sure hard copies are available.

11. How we conduct equality impact assessment

Whenever any policy documentation or other school procedures and practices are reviewed we will carefully consider any potential impact in terms of:

- ethnicity,
- religion or belief,
- socio-economic background,
- gender and gender identity,
- disability,
- sexual orientation, and
- age.

Where an issue or potential issue is identified an equality objective will be included in the three-year plan or in the School Improvement Plan as appropriate.

12. How we chose our equality objectives

Our equality objective-setting process has involved gathering evidence as follows:

- i. from the equality impact assessments listed above,
- ii. from the following data
 - Data on ethnicity, religion or belief and socio-economic background collected and compared with local and national data
 - Attainment and progress data for all groups of pupils
 - Attendance Data for all groups of pupils
 - Information collected on annual contact sheet
- iii. and from discussion with pupils, parents, governors and community users.

The evidence was then analysed in order to choose objectives that will:

- i. promote equality of opportunity for members of identified groups
- ii. eliminate unlawful discrimination, harassment and victimisation, and
- iii. foster good relations between different groups in terms of
 - ethnicity,
 - religion or belief,
 - socio-economic background,
 - gender and gender identity,
 - disability,
 - sexual orientation and
 - age.

13. Eastway Primary School Equality Objectives 2015 – 2018

Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible	Timeframe	Success indicators
All	Publish and promote the Equality Plan through the school website and newsletter.	Question about parent awareness of Equality Scheme in annual survey	Headteacher	Annually	Parents are aware of the Equality Plan
All	Staff briefings/meetings to promote Equality Plan	Learning walks/pop ins	SLT	Ongoing	Staff are familiar with the principles of the Equality Plan and use them when planning lessons and creating class room displays
All	Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.	Achievement data analysed by race, gender and disability	Headteacher / SLT/ Governing body / curriculum committee	Annually in Sept and ongoing	Analysis of teacher assessments / annual data demonstrates the gap is narrowing for equality groups
All	Ensure all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the School Council, class assemblies, fund raising etc.	School council representation monitored by race, gender, disability	All staff	Ongoing	More diversity in school council membership

All	Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.	Increase in pupil participation, confidence and positive identity – monitor through PSHE	All staff/ curriculum co-ordinators	Ongoing	More diversity reflected in school displays across all year groups
Race Equality Duty	Identify, respond and report racist incidents as outlined in the Plan. Report the figures to the Governing body on a termly basis.	The Headteacher / Governing body will use the data to assess the impact of the school's response to incidents.	All staff /SLT Governing body	Reported termly	Teaching staff are aware of and respond to racist incidents Consistent nil reporting is challenged by the Governing Body
Disability. Equality of opportunity and participation	Children with a disability can take part in all aspects of the curriculum, including educational visits; lunchtime activities; sports clubs, PE and assemblies	SLT monitor planning / curriculum PE co-ordinator monitor sports clubs	All staff	Ongoing	All staff ensure children with disabilities are able to access all aspects of curriculum
All Promoting positive attitudes and meeting needs	Provide reasonable means for children to interact with people from different backgrounds and build positive relationships, including links with different schools and communities.	Staff to arrange meetings with other schools through learning network which is reported through termly newsletter	All staff	Ongoing	Staff provide opportunities for children to meet and work with children from different schools
Community cohesion	Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Diwali, Eid, Christmas.	RE lessons, circle time, assemblies	Teaching staff	Ongoing	Increased awareness of different communities shown

14. Eastway Primary School Accessibility Plan 2015 – 2018

Access to the physical environment

Target / Issue	Timescale	Responsibility	Success Criteria
Ensure all works completed on the premises reflects the needs of disabled users.	Ongoing	Headteacher Business Manager Site Manager	All changes to the premises reflect the needs of disabled users
Ensure all staff are aware of specific access needs	Ongoing	SLT All teaching staff	<ul style="list-style-type: none"> Staff are well informed and able to meet needs. Individual pupil plans are in place. Risk Assessments include plans for individual pupil needs
Evacuation procedure includes plan for children with specific needs.	Ongoing	Headteacher Deputy Headteacher	<ul style="list-style-type: none"> Evacuation procedures indicates provision for children with specific needs Personal Evacuation Plans in place and annually updated Timely evacuation tests

Access to the curriculum

Target / Issue	Timescale	Responsibility	Success Criteria
Ensure all staff are fully aware of individual child needs	Ongoing	Senco Class teachers	<ul style="list-style-type: none"> SEN children identified Child personal plans in place and all staff have access awareness Personal plans monitored and reviewed
Transition of child through school	Annually	Senco Class teachers	<ul style="list-style-type: none"> Information transferred with child through school
Monitor children's results / progress	Ongoing	Headteacher Senco Class teachers Governors – curriculum committee	<ul style="list-style-type: none"> Interventions monitored Data analysed at regular intervals Regular pupil progress meetings Headteacher/Pupil meetings Progress evidence
Trips and visits	Ongoing	Class teacher	<ul style="list-style-type: none"> Trips and visits planned to include all children in year group

			<ul style="list-style-type: none"> • Risk Assessments completed to include individual pupil needs • Staffing to be considered to include individual pupil needs
Continue to develop children's awareness of disabilities	Ongoing	PHSE lead Class teacher	<ul style="list-style-type: none"> • People with disabilities are portrayed in a positive way • Assemblies to include disability awareness/overcoming difficulties eg. Alex Staniforth • Focussed PHSE work
Classrooms are optimally organised to promote the participation and independence of all pupils	Ongoing – layout of furniture and equipment regularly reviewed	Class teacher	<ul style="list-style-type: none"> • Learning opportunities are maximised • Access for all children
After School Clubs	Ongoing	Sports co-ordinator	<ul style="list-style-type: none"> • All children able to take part in after school clubs

Access to information

Target / Issue	Timescale	Responsibility	Success Criteria
Ensure all information is available to all parents / carers	Ongoing	Headteacher Office staff ICT Co-ordinator E-schools	<ul style="list-style-type: none"> • All information available to parents/carers via the school website • All information available to parents / carers via a paper copy through the school office if requested • School website regularly updated • School website available in different languages • Parents supported with forms and information via the school office and Family Support • External support sourced when required

15. Community Cohesion Plan 2015-18

The choice of appropriate actions to promote community cohesion is based on the needs identified in the contextual statement in Section 5, relating to ethnicity, religion or belief and socio-economic background.

For this purpose, the four geographical dimensions of “community” are as follows:

- the school community
- local communities
- communities across the UK
- the global dimension

	Actions (focused on outcomes rather than processes)
i. Teaching, learning and the curriculum	<p>Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Diwali, Eid, Christmas.</p> <p>Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.</p>
ii. Equity between groups in school, where appropriate	<p>Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.</p> <p>Curriculum Committee</p>
iii. Engagement with people from different backgrounds, inc. extended services	<p>Provide reasonable means for children to interact with people from different backgrounds and build positive relationships, including links with different schools and communities.</p>

Appendix

Pupils' attainment and progress

This school expects the highest possible standards. Staff have high expectations of all pupils and continually challenge them to reach higher standards.

The school recognises and values all forms of achievement. We monitor and analyse pupil performance by ethnicity, gender, disability and special educational need and social background. Any disparities which are identified will be addressed through targeted curriculum planning, teaching and support.

The quality of provision - teaching and learning

All staff ensure the classroom is an inclusive environment in which pupils feel all contributions are valued. Positive steps are taken to include pupils who may otherwise be marginalized.

We take account of pupils' experiences and starting points and are responsive to pupils' different learning styles.

Pupil grouping is planned and varied to reflect the requirements of learners and their social development needs. Allocations to teaching groups will be kept under continual review and analysed by ethnicity, gender and background.

Our teaching styles use BLP and include collaborative learning. All pupils will be encouraged to question, discuss and collaborate in problem solving tasks. Pupils will be encouraged to be a resource for their peers.

Staff encourage pupils to become independent and assist them in taking responsibility for the management of their own learning and behaviour.

Staff will use a range of methods and strategies to assess pupil progress. Assessments are analysed for gender, cultural and social bias, and take account of access issues, e.g. print size.

This school believes that self-assessment is a teaching-learning strategy, and we will provide all pupils with opportunities to take responsibility for their own learning through regular reflection and feedback on their progress.

The quality of provision - curriculum and other activities

This school provides an appropriate curriculum for pupils of all backgrounds. We will monitor and evaluate its effectiveness through target setting and attainment analysis

All pupils participate in the mainstream curriculum of the school.

The curriculum builds on pupils' starting points and is differentiated appropriately to ensure the inclusion of:

- boys and girls
- pupils learning English as an additional language
- pupils from minority ethnic groups, including Gypsies and Travellers
- pupils who are gifted and talented
- pupils with special educational needs
- pupils with a disability
- pupils who are in public care
- pupils who are at risk of disaffection and exclusion
- lesbian, gay or questioning young people

Each area of the curriculum is planned to incorporate the principles of equality and to promote positive attitudes to diversity. All subjects contribute to the spiritual, moral, social, and cultural development of all pupils.

The content of the curriculum reflects and values diversity. It encourages pupils to explore bias and to challenge prejudice and stereotypes.

Extra curricular activities and special events cater for the interests and capabilities of all pupils and take account of parental preferences related to religion and culture.

The quality of provision – guidance and support

We actively promote good personal and community relations and recognise diversity as having a positive role to play within the school.

All staff are expected to foster a positive atmosphere of mutual respect and trust among boys and girls from all ethnic groups and range of abilities.

Staff challenge stereotypes and foster pupils' critical awareness and concepts of fairness, enabling them to detect bias and challenge inequalities.

Our pastoral support takes account of religious, cultural and ethnic differences, special educational needs, disability and the experiences and needs of all children

The school provides appropriate support for pupils learning English as an additional language and pupils are encouraged to use their home and community languages to enhance their learning

We expect work experience providers to demonstrate their commitment to equality, including disability, gender and race equality.

Victims of harassment and bullying are given appropriate support using external agencies where appropriate. The perpetrators are dealt with in line with school policy and are provided with relevant support to consider and modify their behaviour.

Behaviour and Attendance

This school expects high standards of behaviour from all pupils, appropriate for their developmental level.

We have procedures for disciplining pupils and managing behaviour that are fair and applied equally to all. See Behaviour Policy including Good to be Green reward system. All staff are expected to operate consistent systems of rewards and discipline

It is recognised that cultural background and disability may affect behaviour. Our school takes this into account when dealing with incidents of unacceptable behaviour.

Clear procedures are in place so that all forms of bullying and harassment, including racism and harassment related to disability, sexism and homophobia, are dealt with promptly, firmly and consistently and are in line with relevant LA policies and guidance such as those for anti-bullying and dealing with racist incidents. All forms of harassment are recorded, monitored and dealt with in line with relevant school policies.

All staff are trained to deal effectively with bullying, racist incidents, racial harassment and prejudice and are offered support in handling such matters

We encourage staff to explore their own views and attitudes to difference and to monitor their practice in relation to this policy. Adults in school take care to lead through example, demonstrating high expectations of all pupils.

At Eastway exclusions are extremely rare but are reviewed with reference to gender, ethnicity and special educational need. This school will take all reasonable steps to prevent the exclusion of a pupil for a reason related to any disability they may have.

Pupils, staff and parents are aware of policies and procedures for dealing with harassment. They know that any language or behaviour, which is racist, sexist, homophobic or potentially damaging to any minority group, is always unacceptable.

Information and advice on attendance and exclusion can be made available to parents/carers in accessible formats such as relevant community languages and large print.

There are strategies to encourage and reward good attendance and to reintegrate long-term non-attenders and excluded pupils if required, which address the needs of all pupils.

Families are aware of their rights and responsibilities in relation to pupil attendance and absence is always followed up in a way that takes account of cultural issues or matters relating to a child's disability.

We make provision for leave of absence for religious observance, for staff as well as pupils.

We monitor attendance by gender, ethnicity and special educational need. Background is also considered. Action is taken in order to address any disparities between different groups of pupils.

The school fully supports children with long-term medical needs who may have an erratic attendance because they are in and out of hospital.

We expect full-time attendance of Traveller and Gypsy pupils.

Partnership with pupils, parents, carers and the wider community

We monitor parental involvement and use various strategies to raise participation of under represented groups of parents and sections of the community. Information and meetings for parents are made accessible for all.

Progress reports to parents/carers are clearly written to encourage parents to participate in their child's education. Where necessary, information can be made available in languages and formats other than English. Parents with a disability or with learning difficulties will be able to access school's information.

Parents are fully involved in the school-based response for their child with special educational needs, understand the purpose of any intervention or programme of action and are told about the parent partnership service when SEN is identified.

This school encourages participation of under represented groups in areas of employment e.g: through work experience placements

Informal events are designed to include the whole community and at times may target minority or marginalised groups.

This school works in partnership with parents and the community to address specific incidents and to develop positive attitudes to difference.

The school's premises and facilities are equally available and accessible for use by all groups within the community.

Leadership and management

The school works with the LA to ensure that our school's admission process is fair and equitable to all pupils.

Comprehensive information about pupils' ethnicity, first language, religion, physical needs, diet etc. is included in admissions forms or gathered at admissions interview.

The school adheres to recruitment and selection procedures which are fair, equitable and in line with statutory duties and LA guidelines.

Equality and diversity issues are reflected in our school's employment practices

Everyone associated with the school is informed of the contents of this policy. All staff and visitors must support the ethos of the school, promoting equality and challenging bias and stereotyping wherever they observe it.

We ensure that staff training continually highlights equality issues. Equality is incorporated in the induction programme for new staff.

The skills of all staff, including non-teaching and part-time staff are recognised and valued. All staff are given status and support and are encouraged to share their knowledge.

Staff handbooks and regular professional development activities are available for all staff members to support their practice in relation to this policy.

Staff and visitors provide a wide range of role models and the school strives to reflect the diversity of the local and wider community.

This school opposes all forms of racism, homophobia, prejudice and discrimination.

Resources and displays in our school reflect the experience and backgrounds of pupils, promote diversity and challenge stereotypes. They are reviewed regularly to ensure that they reflect the inclusive ethos of the school, e.g. the inclusion of images relating to minority ethnic children; displays to be positioned at eye level, etc.

Linguistic Diversity

At Eastway a very small number of children speak languages other than English, however we welcome this diversity and we look for opportunities to use languages to enrich the curricular experience of all our pupils and we draw upon the expertise of our school community wherever possible.

We recognise the positive role the home language has to play in the development of English language learning and in pupils' cognitive development. Bilingual pupils are encouraged to use their home language in school

We recognise and celebrate the linguistic diversity in British society. We look for opportunities to enrich the curricular experience of all our pupils by:

- highlighting how English has borrowed from other languages
- raising awareness of the similarities and differences between English and other languages
- reflecting the multilingual nature of wider society in our resources and displays