



EQUALITY SCHEME

January 2019-2022

Introduction

At Kingsway Primary school we are committed to challenging discrimination and promoting equality at all levels and in all aspects. We aim to create an ethos of peace and co-operation so that everyone working in this school, both adults and children, can achieve fulfilment in their roles. In this atmosphere of mutual respect we should all be enabled to exercise our talents and achieve our full potential.

On 1st October 2010, the Equality Act 2010 replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act.

Key Points

- The Equality Act 2010 provides a single, consolidated source of discrimination law.
- Schools cannot unlawfully discriminate against pupils because of their sex, race, disability, religion or belief and sexual orientation.
- There are some exceptions replicated in the act - e.g. content of curriculum, collective worship, admissions to single sex schools and schools of a religious character

The Equality Act 2010 introduces a **single equality duty** on public bodies which will be extended to include all of the following protected strands:

- Race
- Disability
- Sex
- Age
- Religion or belief
- Sexual orientation
- Pregnancy and maternity
- Gender reassignment

This combined equality duty came into effect in April 2011 and has three main elements. In carrying out our function, Kingsway Primary School is required to have due regard to the need to:

- Eliminate conduct that is prohibited by the Act
 - Advance equality of opportunity between people who share a protected characteristic and people who do not share it
 - Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it
- Where schools are concerned, age will be a relevant characteristic in considering their duties in their role as an employer but not in relation to pupils.

The Act introduces **specific duties** which are designed to help public authorities to meet their combined duty obligations.

- Collect analyse and publish information about their progress in achieving the 3 aims of the legislation (by Dec 2011)
- 6th April 2012: Decide on certain specific and measurable objectives that they will pursue over the coming years to achieve their aims and publish these objectives (outcome focused objectives) then at yearly intervals
- Engage with people who have a legitimate interest including all staff, all parents and pupils, local groups, organisations and individuals as appropriate

The **Governing Body** has responsibility for making sure that the school complies with the Single Equality duties. This Equality Scheme will help us to achieve our aims and give us a framework for action.

Equality into policy and practice

As well as the specific actions set out beneath this plan, the school operates equality of opportunity in its day to day practice in the following ways:

Teaching and learning

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, we will:

- Use contextual data to improve the ways in which we provide support to individuals and groups of pupils;
- Monitor achievement data by ethnicity, gender and disability and action any gaps;
- Take account of the achievement of all pupils when planning for future learning and setting challenging targets;
- Ensure equality of access for all pupils and prepare them for life in a diverse society;
- Use materials that reflect the diversity of the school, population and local community in terms of race, gender and disability, without stereotyping;
- Promote attitudes and values that will challenge all discriminatory behaviour or prejudice;
- Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
- Seek to involve all parents in supporting their child's education;
- Encouraging classroom and staffroom discussion of equality issues which reflect on social stereotypes, expectations and the impact on learning;
- Including teaching and classroom-based approaches appropriate for the whole school population, which are inclusive and reflective of our pupils.

Admissions and exclusions

School admissions are administered by the LA and our Nursery Admissions Policy does not allow for discrimination of any type. Exclusions will always follow LA and national guidance. We will closely monitor exclusions to avoid any potential adverse impact and ensure any discrepancies are identified and dealt with.

Equal Opportunities for Staff

We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are concerned to ensure wherever possible that the staffing of the school reflects the diversity of our community.

Employer duties

As an employer we need to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.

Equality aspects such as gender, race, disability, sexual orientation, gender re-assignment and faith or religion are considered when appointing staff. When re-evaluating staff structures we ensure that decisions are free of discrimination.

We achieve this by ensuring:

- There are continued professional development opportunities for all staff;
- The Senior Leadership Team ensures equality of opportunity for all.

Responsibility for the Equality Scheme

This Equality Scheme is managed by our Governing Body and Senior Leadership Team, with input from across the school community.

The Governing Body is responsible for:

- making sure the school complies with the relevant equality legislation ; and
- making sure the school Equality Scheme and its procedures are followed.

The Governing Body at Kingsway Primary School has elected a Governor with a specific responsibility for Equality namely:

- To monitor the school's work in meeting the requirements of the Equality Act 2010
- To monitor pupil exclusions and ensure that appropriate reporting is made to the LA
- To monitor racist incidents and ensure that appropriate reporting is made to the LA
- To monitor bullying incidents and ensure that these issues are being addressed

The Headteacher is responsible for:

- making sure the school Equality Scheme and its procedures are followed;
- making sure Equality Scheme is accessible;
- 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;
- promoting a culture of zero tolerance to harassment and discrimination
- taking appropriate action in cases of harassment and discrimination, including racist bullying, homophobic bullying and bullying related to gender or disability.
- dealing with reports of hate-incidents

All staff are responsible for:

- dealing with discrimination;
- being able to recognise and tackle bias and stereotyping;
- promoting equal opportunities and good race relations;
- avoiding discrimination against anyone for reasons of race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity, and gender reassignment
- keeping up to date with the law on discrimination;

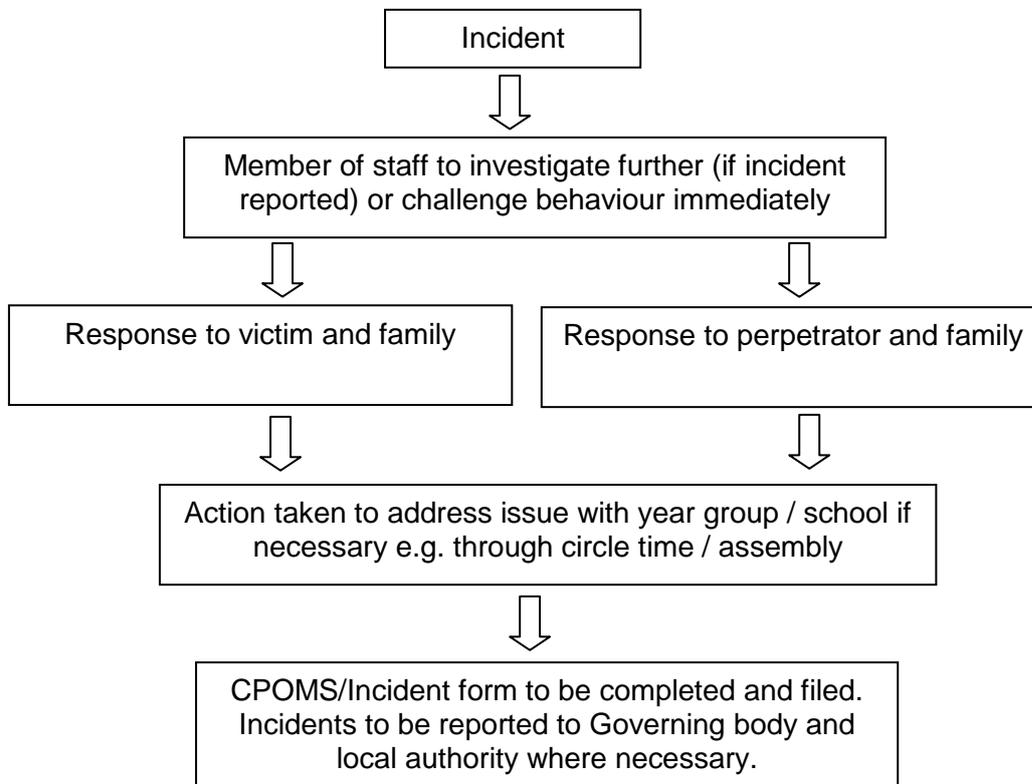
- taking up training and learning opportunities.

Visitors and contractors are responsible for:

- knowing, and following, our Equality Scheme.

Responding to and reporting incidents

It should be clear to pupils and staff how they report incidents. All staff, teaching and non-teaching, should view dealing with incidents as vital to the well-being of the whole school.



Reviewing and revising the scheme

The scheme will be reviewed regularly, and by September 2020 at the latest. Any such review will be informed by the information gathered and the impact assessments. The widest possible level of consultation and involvement by disabled pupils, staff and parents will be sought.

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;
- Refer to the plan in the school prospectus
- Make sure hard copies are available.

Signed:.....Chair of Governors

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Date:.....