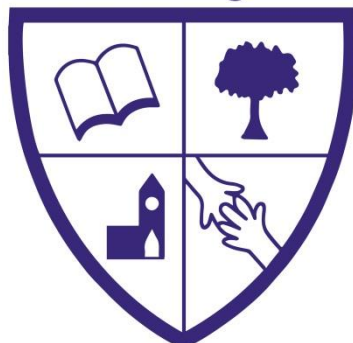


Turton & Edgworth



C.E.M.P.S.

## Equality Policy

<b>Compiled by:</b>	<b>Headteacher</b>
<b>Presented to staff:</b>	<b>Autumn 2014</b>
<b>Presented to Governors:</b>	<b>Autumn 2014</b>
<b>Presented to Parents/Carers:</b>	<b>Autumn 2014</b>
<b>To be reviewed:</b>	<b>Annually plus School's Equality Objectives - Every 4 years</b>
<b>Review dates:</b>	<b>Summer 2018, Summer 2019, Summer 2020, June 2021, June 2022, June 2023</b>
<b>Amendments:</b>	<b>No amendments</b>

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## **Background**

[The Equality Act 2010](#) replaced a number of previous pieces of equality legislation, such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act.

The requirements of the Equality Act have been introduced incrementally since October 2010. In April 2011 the general public sector duty came into force and since April 2012 schools have the specific duty to publish information and the specific duty to publish objectives.

The 2010 Act imposes equality duties in respect of each of the equality strands (Protected characteristics)

The protected characteristics are:

- Age
- Disability
- Gender re-assignment
- Marriage and civil partnerships
- Pregnancy and maternity
- Race
- Religion or belief
- Gender
- Sexual orientation

This single policy has replaced the separate policies the school had on race, disability and gender and aims to eliminate discrimination, advance equality of opportunity and foster good relations. It reflects the legal duties set out in the Equality Act 2010 and non-statutory guidance set out by the government in December 2011 and March 2012.

## **Statement of principles**

The policy outlines the commitment of the staff, pupils and governors of Turton and Edgworth Primary School to ensure that equality of opportunity is available to all members of the school community. For our school that means not simply treating everyone the same but understanding and tackling the different barriers which could lead to unequal outcomes for different groups of pupils in school, whilst celebrating and valuing the achievements and strengths of all members of the school community. These include:

- Pupils
- Staff
- Parents/carers
- The Governing Body
- Multi-agency staff linked to school
- Visitors
- Students on placement

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We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school community. All members should feel safe, secure, valued and equal worth.

### **Ethos and atmosphere**

At Turton and Edgworth we will;

- Demonstrate mutual respect between all members of the school community.
- All aspects of school life will reflect diversity across all aspects of equality of opportunity
- Any inequality or discriminating behaviour will be addressed promptly through the appropriate procedures
- We work towards greater equality in the whole school community. We use the teaching and learning opportunities to enhance the self-esteem of all those we serve.

### **Providing equality of opportunity**

#### *Learning and Teaching*

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

- Provide equality of access for all pupils and prepare them for life in a diverse society.
- Use materials that reflect a range of cultural backgrounds, without stereotyping.
- Use materials to promote a positive image of and attitude towards disability and disabled people.
- Promote attitudes and values that will challenge discriminatory behaviour, provide opportunities for pupils to appreciate their own culture and religions and celebrate the diversity of other cultures.
- Use a range of sensitive teaching strategies when teaching about different culture and religious traditions.
- Develop pupil's advocacy skills so that they can detect bias, challenge discrimination, leading to justice and equality
- Ensure that the whole curriculum covers issues of equality and diversity.
- Seek to involve all parents in supporting their child's education, provide educational visits and extended learning opportunities that involve all pupil groups.
- Take account of the performance of all pupils when planning for future learning and setting challenging targets.
- Make best use of all available resources to support the learning of all groups of pupils.
- Identify resources and training that support staff development.

#### *Learning Environment*

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There is a consistently high expectation of all pupils regardless of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination. All pupils are encouraged to improve on their own achievements and not to measure themselves against others. Parents are also encouraged to view their own children's achievements in this light.

Adults in the school will provide excellent, positive role models in their approach to all issues relating to equality of opportunity.

The school places a very high priority on the provision for special educational needs and disability.

The school must provide an environment in which all pupils have equal access to all facilities and resources.

All pupils are encouraged to be actively involved in their own learning. A range of teaching methods are to be used throughout the school to ensure that effective learning takes place at all stages for all pupils.

Consideration will be given to the physical learning environment.

### *Curriculum*

At Turton & Edgworth Primary School, we aim to ensure that:

- Planning reflects our commitment to equality in all subject areas and cross curricular themes promoting positive attitudes to equality and diversity,
- Pupils will have opportunities to explore concepts and issues relating to identity and equality,
- Steps are taken to ensure that all pupils have access to the mainstream curriculum by taking into account their cultural, backgrounds, linguistic needs and learning styles,
- All pupils have access to qualifications which recognise attainment and achievement and promote progression,
- The provision of good quality resources and materials within Turton & Edgworth Primary School is a high priority,
- We undertake the responsibility for making contributions to extended learning opportunities and are aware of the schools commitment to equality of opportunity.

### **Staffing**

All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and ensure equality good practice throughout the recruitment and selection process

Equalities policies and practices are covered in all staff inductions.

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## **Equality Impact Assessments**

*When considering EIA's we will consider disability, gender, age, religion and belief and sexual orientation as part of this process.*

## **Monitoring and Review**

We have systems in place to collect and analyse a range of equality information for our pupils:

- Attainment data
- Attendance data
- Exclusions
- Involvement with extended learning opportunities
- Complaints of bullying or harassment in the protected characteristics

These are all analysed by ethnicity, gender, Special Educational Needs, Pupil Premium and prior attainment.

We make regular assessments of children's learning and use this information to track the children's progress year on year. As part of this process, we regularly monitor the performance of different groups, to ensure that all our pupils are making the best possible progress. We use this information to adjust future teaching and learning and offer pastoral support, as necessary.

School's performance information is compared to the national and local authority data, to ensure that pupils are making progress when compared to all schools, and to schools in similar circumstances.

Provision is available to support groups of pupils where information suggests that progress is not as expected. The governing body receives regular updates on pupil performance information.

## **Staff and Governors**

Turton and Edgworth aims to recruit an appropriately qualified workforce and establish a governing body that is representative of the whole community in order to respect and respond to the diverse needs of our population.

The Employment Duty within the legislation states that schools should collect information on staff in post, and applicants for employment, training and promotion. This is deemed to be best practice in order to identify potentially discriminatory practice.

## **Equality Objectives 2020 - 2024**

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Turton & Edgworth C.E./Methodist Primary School, in line with the [Equalities Act 2010](#) will strive to:

- Achieve equality of opportunity for all; adults and pupils, regardless of age, gender, ethnicity and belief, sexual orientation or any other recognised area of discrimination.
- Ensure for all pupils regardless of age, gender, ethnicity and beliefs to achieve the highest possible standards in their learning and make good progress.
- Narrow the gap in performance of SEN, disabled pupils and pupils with specific needs, by identifying barriers to learning and making appropriate provision.
- Educate about discrimination and prejudice and promote a harmonious environment.
- Increase understanding between religious groups through curriculum work, to promote cultural diversity.
- Ensure that the appointment of staff is in line with equal opportunities legislation.
- Ensure that the governing body of the school reflects the diversity of the wider community.

This policy will be reviewed annually with the Equality Objectives reviewed every four years in line with Government guidance.

Review date: June 2023 for the Equality Policy and November 2024 for the Equality Objectives.

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