



**Elvington CE Primary School**

**Equality Objectives/Policy**

<b>Approved By:</b>	S&F
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Version	Date	Author	Changes
<b>0.1</b>	25.06.18	Linda Collier	-

## **EQUALITY INFORMATION & OBJECTIVES POLICY**

### **Introduction**

Prejudice is not tolerated at Elvington CE Primary School and we are continuously working towards a more accepting and respectful environment for our school community.

Elvington CE Primary School welcomes its duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations.

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.

Elvington CE Primary School fully understands 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
- Disability
- Race, colour, nationality, ethnic or national origin Gender (including transgender)
- Gender reassignment
- Maternity and pregnancy Religion and belief
- Sexual orientation
- Marriage and civil partnership (for employees)

### **Guiding Principles**

At Elvington CE Primary School:

Children are prepared for their future

All efforts are acknowledged and celebrated

Everyone is valued and respected as an individual

Children are educated about equality and diversity

We pledge to meet the needs of all our individuals

Everyone is encouraged to be part of and contribute to the community

Everyone is encouraged to make healthy life choices

### **Objectives**

In order to meet our general duties, the law requires us to publish equality objectives; to do this we collect data related to the protected characteristics and analyse this data to determine our focus for our equality objectives. The data is assessed across our core provisions as a school. This includes the following functions:

Pupils' progress, attainment and achievement

Pupils' personal development, welfare and well-being

Teaching styles and strategies

Admissions and attendance

Staff recruitment, retention and professional development

Care, guidance and support  
 Behaviour, discipline and exclusions  
 Working in partnership with parents, carers and guardians  
 Working with the wider community

Equality objectives are set every three years, in accordance with the following overriding objectives:

Objective Group	Objective
<b>Pupil Achievement</b>	All pupils are assessed, monitored and tracked Under-achievement is identified and appropriate intervention is applied Pupils are able to participate in a full range of extra-curricular opportunities
<b>Behaviour and Safety</b>	Pupils respect one another Pupils feel safe and valued Pupils, staff and parents know that misconduct and gross misconduct is challenged
<b>Teaching</b>	All pupils experience 100% good or better lessons
<b>Leadership and Management</b>	The staff and governing body reflect the diversity of the school No pupils (or their families) are disadvantaged academically, socially or emotionally. All staff are mindful of the academic and social needs of all children, especially potentially vulnerable children. Equality data is collected, analysed and published, including the recording of prejudice-related incidents.

### Creating a prejudice-free environment

Elvington CE Primary School believes that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment is achieved by:

- Treating each other with respect
- Treating all members of the school community fairly
- Developing an understanding of diversity and the benefits it can have Adopting an inclusive attitude
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness

At Elvington CE Primary School, our pupils are taught to:

- Have an understanding of others Celebrate cultural diversity
- Understand how they can reach their full potential Be inclusive
- Be aware of what constitutes discriminatory behaviour

We are committed to having a balanced and broad curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts are delivered in ways that prevent discrimination, and instead promote inclusive attitudes. We also respect the right of parents to withdraw their children from RE lessons which pose conflicts to their own beliefs.

The school behaviour policy aims to encourage pupils to respect the rights of others by taking account of their own behaviour in upholding these rights - thus they will develop into responsible and caring adults.

We achieve this by:

- Encouraging an ethos of positive behaviour and mutual respect
- Having a common understanding about how we can uphold the rights of others Having a shared sense of values and purpose
- Encouraging understanding and respect for the similarities and differences between individuals and groups
- Having clear expectations of positive behaviour and good manners Managing behaviour in and out of the classroom
- Offering clear guidance for social, moral, spiritual and cultural education
- Encouraging individuals to reflect on their own behaviour and how this has an effect on the school community
- Involving parents/carers wherever possible, informing them when their child is behaving well or support is required

There are times when some pupils find it difficult to uphold the rights of others. We respond by helping children to learn appropriate ways of behaving towards each other. Respect for others begins with respect for oneself, so children are helped to build their self-esteem.

### **Equality and Dignity in the Workplace**

Elvington CE Primary School ensures that policies and procedures benefit all current and potential employees, for example in recruitment, disciplinary procedures and promotion. All staff can expect to receive appropriate training and opportunities for professional development.

Staff are not discriminated against with regards to their:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity
- Race, colour, nationality, ethnicity or national origin Religion or belief
- Gender or sexual orientation

## **Roles and Responsibilities**

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented.

The headteacher is responsible for ensuring that all staff are aware of their responsibilities and are given appropriate training and support, and for taking appropriate action in any cases of unlawful discrimination.

All staff are expected to:

Treat other members of the school fairly and without discrimination  
Promote diversity equality  
Encourage and adopt an inclusive attitude  
Lead by example

Teachers are expected to:

Promote an inclusive and collaborative ethos in their classroom, including spending time teaching the UNICEF Rights of the Child through PSHE and global education  
Deal with any prejudice-related incidents that may occur  
Plan and deliver lessons that reflect the principles detailed above  
Support pupils in their class for whom English is an additional language  
Keep up-to-date with equalities legislation

## **Addressing prejudice and prejudice-related incidents**

Elvington CE Primary School does not tolerate any form of prejudice, whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, we ensure that appropriate action is taken and a resolution is put into place which is fair and firm.

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

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