

Church Aston Infant School



Equalities Policy

February 2018



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Context

Church Aston Infant School is situated in a small village close to Newport, Shropshire. Most children are White British ethnic origin, with a small number from other ethnic groups. The school has a deprivation value of 0.1 compared to the National deprivation value of 0.2 (Inspection Data Summary Report 2017).

Legal Framework

Through this policy Church Aston Infant School will fulfil its public duty to have due regard to the need to eliminate unlawful discrimination, advance equality of opportunity, and foster good relations. The guiding principles in this policy refer to all individuals and therefore are equally applicable to pupils, staff, and governors in addition to visitors to our school.

There are nine Protected Characteristics:

- disability;
- race;
- sex;
- gender reassignment;
- religion or belief;
- marriage and civil partnership;
- sexual orientation;
- pregnancy and maternity;
- age

Each relates to direct discrimination, discrimination by association, and discrimination by perception, indirect discrimination; harassment and victimisation. As a school we seek to achieve positive action in respect of the Act.

We have a duty to comply with the Equality Act 2010 and the Public Sector Duties, and failure to do so could result in legal action against the school's Governing Body. Employees of the school acting on behalf of the Governing Body are liable for their own discriminatory actions.

Good Practice

We strive to achieve a cohesive community and expect that children respect one another and behave with respect to one another, and that their parents feel fully engaged in the school. We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.

Through our policies and actions we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.

Equality Statement

Three aims of the Equality Duty:

- *Eliminate* harmful discrimination, harassment and victimisation and any other conduct prohibited by the Act;
- *Advance* equality of opportunity between people who share a protected characteristic and people who do not share it
- *Foster* between people who share a protected characteristic and people who do not share it.

Guiding Principles

In fulfilling the legal obligations and establishing our school ethos, we are guided by 9 principles:

Principle 1: All learners are of equal value

We see all learners and potential learners, and their parents and carers, as of equal value.

Principle 2: We recognise and respect difference

Treating people equally (Principle 1 above) does not necessarily involve treating them all the same. Policies, procedures and activities do not discriminate but may take account of differences of life-experience, outlook and background, and in the kinds of barriers and disadvantage which people may face.

Principle 3: We foster positive attitudes and relationships and a shared sense of cohesion and belonging

Policies, procedure and activities promote positive attitudes and actions, positive interaction, good relations and dialogue and mutual respect.

Principle 4: We observe good equalities practice in staff recruitment, retention and development

Policies and procedures benefit all employees and potential employees, for example in recruitment and promotion and in continuing professional development.

Principle 5: We aim to reduce and remove inequalities and barriers that already exist

In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist.

Principle 6: We consult and involve widely

People affected by a policy or activity should be consulted and involved in the design of new policies and in the review of existing ones.

Principle 7: We address prejudice and prejudice related bullying

We oppose all forms of prejudice which stand in the way of fulfilling the legal duties listed above.

Principle 8: Society as a whole should benefit

Policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion and greater participation in public life.

Principle 9: We will set objectives

Each year we formulate and publish specific and measurable equality objectives based on the evidence we have collected and published, in relation to the Protected Characteristics within the Equality Act.

Roles and Responsibilities

All staff and Governors have access to training and a selection of resources to support them with the delivery of this policy.

Governors

The Governing Body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plan are implemented.

Headteacher

The Head teacher is responsible for implementing the policy; 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.

Staff

- Promote an inclusive and collaborative ethos in the school
- Deal with any incidents that occur
- Keep up to date with equalities legislation relevant to their work

Breaches of the Policy

Breaches to this policy will be dealt with in the same ways that breaches of other policies are dealt with, as determined by the head teacher and Governing Body.