



## Equality Policy

Date of Policy Review:	Reviewer:	Date Shared with Staff:	Date of Next Review:
September 2024	R Saim	September 2024	September 2025

This single policy (first written September 2022) replaces separate policies the school has on race, disability and gender 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. Part One sets out the school's aims to promote equality of opportunity and comply with the Act; Part Two sets out the legal duties which are referred to in Part One.

In May 2014 The Department for Education produced a non-statutory, advisory document for school leaders, school staff, governing bodies and local authorities. It was produced to help schools to understand how the Equality Act affects them and how to fulfill their duties under the Act. It was updated to include information about same sex marriage.

### Part One

At Pilgrim Primary, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

Underpinning our policy is our belief that social and educational inclusion is about equal opportunities for all learners. This extends beyond discrimination to include fairness, dignity, respect and access to the basic rights that allow an individual to take part in a democratic society.

We are committed to ensuring equality of education and opportunity for children, their families and staff, and all those receiving services from the school, irrespective of:

- age
- disability or ability
- sex/gender (including gender reassignment)
- marriage & civil partnership
- pregnancy & maternity
- race and ethnicity
- religion or belief (including non-belief)
- sexual orientation

As well as delivering high quality services to its pupils, the school is committed to being a good employer and as such this scheme outlines how we meet our duties in terms of recruitment and employment practices, training,

complaints, access to information and services.

### **Our Equality objectives:**

#### **We aim to;**

- Provide a school ethos that promotes confidence, self esteem and self worth for all and where all children feel listened to and can flourish and feel safe.
- Challenge all discriminatory attitudes, behaviour and practice in school so that no member of the school community feels discriminated against.
- Foster positive attitudes; celebrate diversity and support children, staff and their families recognise and accept differences.
- Provide opportunities for all children to have equal access to learning.
- Ensure that all members of the school community feel welcomed, respected and valued.
- Help every child to develop a sense of personal and cultural identity, in which they are confident and open minded, and that is receptive and respectful towards other identities.
- Promote equality through proactive planning to ensure opportunities to address equality issues are an integral part.
- Work with parents and carers so that they feel confident to engage in dialogue with the school and work in partnership for the benefit of their child.
- Ensure that all children have the right to have their individual needs met appropriately as much as resources allow.

#### **This means:**

- We will take reasonable and necessary steps to meet pupils' and adults' needs by using a variety of approaches and planning reasonable adjustments, enabling them to take as full a part as possible in all the activities of the school. We will make reasonable adjustments to ensure the school environment and its activities are as accessible and welcoming as possible for pupils, staff and visitors to the school. We are also committed to ensuring staff with a disability have equality of opportunity.
- We will actively encourage positive attitudes towards pupils and staff and expect everyone to treat others with dignity and respect.
- We will regularly consider the ways in which the taught and wider curricula will help to promote awareness of the rights of individuals and develop the skills of participation and responsible action. ● We will regularly consider the ways in which our teaching and the curriculum provision will support high standards of attainment, promote common values, and help students understand and value the diversity that surrounds them, and challenge prejudice and stereotyping.
- Staff will ensure the curriculum is accessible to all pupils with special educational needs and disabilities (SEND) or those for whom English is not their first language. Auxiliary aids and services will be provided for them, where reasonable adjustments are required. By planning ahead, staff will ensure that all pupils are able to take part in extracurricular activities and residential visits, and the school will monitor the uptake of these visits to ensure no one is disadvantaged on the grounds of a protected characteristic.
- We will monitor the progress and achievement of pupils by the relevant and appropriate protected characteristics. This information will help the school to ensure that individual pupils are achieving their potential, the school is being inclusive in practice, and trends are identified which inform the setting of our equality objectives in the school improvement plan.
- The school welcomes a diverse range of candidates and encourages those who are currently under represented to join. Reach South will collect and analyse information about protected characteristics in relation to staff

recruitment, retention, training opportunities and promotions to ensure all staff have equality

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of opportunity.

- We will seek the views of advisory staff and outside agencies and partnerships with other schools where this is needed. In planning the curriculum and resources the school will take every opportunity to promote and advance equality.
- Bullying and Prejudice Related Incidents will be carefully monitored and dealt with effectively. Regular training will be given to both existing and new staff to ensure that they are aware of the process for reporting and following up incidents of prejudice related bullying
- We expect that all staff will be role-models for equal opportunities, deal with discriminatory incidents and be able to identify and challenge prejudice and stereotyping
- Throughout the year, the school will plan on-going events to raise awareness of equality and diversity. This may include a focus on disability, respect for other cultures, religions and beliefs, anti homophobia/gay pride, gender equality, developing community cohesion and an understanding of the effects of discrimination.
- We will ensure that all staff are aware of their legal duties under the Equality Act 2010, the different forms of discrimination and what 'reasonable adjustments' mean in practice.

## Part Two

**Our Legal Duties-** Legislation relating to equality and discrimination is laid out in the Equality Act 2010. This legislation covers employment (work), the provision of services and public functions, and education. Employers (schools) are liable for discriminatory acts of their employees if they did not take reasonable steps to prevent such acts. Employees can be liable for acts (where an employer took reasonable steps to prevent such acts).

The 'Protected Characteristics' within equality law are:

- Age
- Disability
- Race
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Religion and Belief
- Gender
- Sexual Orientation

**'Prohibited Conduct' (acts that are unlawful):**

**Direct discrimination** - Less favourable treatment because of a protected characteristic.

**Indirect discrimination** - A provision, criteria or practice that puts a person at a particular disadvantage and is not a proportionate means of achieving a legitimate aim.

Examples of discrimination include:

- **Harassment** - Conduct which has the purpose or effect of violating dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. It includes harassment by a third party (e.g. customer or contractor) in the employment context.
- **Victimisation** - Subjecting a person to a detriment because of their involvement with proceedings (a

complaint) brought in connection with this Act.

- **Discrimination arising from disability** - Treating someone unfavourably because of something connected with their disability (such as periods of absence from work or medical conditions) and failure to make

reasonable adjustments.

- **Gender re-assignment** discrimination - Not allowing reasonable absence from work for the purpose of gender reassignment in line with normal provision such as sick leave).
- **Pregnancy/maternity** related discrimination - Unfavourable treatment because of pregnancy or maternity. It includes unfavourable treatment of a woman or girl because she is breastfeeding. ●
- **Discrimination by association or perception** - For example, discriminating against a child because they have LGBT parents.

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### Special provisions for disability

The law on disability discrimination is different from the rest of the Act in a number of ways. In particular, it works in only one direction – that is to say, it protects disabled people but not people who are not disabled. This means that schools are allowed to treat disabled pupils more favourably than non-disabled pupils, and in some cases are required to do so, by making reasonable adjustments to put them on a more level footing with pupils without disabilities. The definition of what constitutes discrimination is more complex. Provision for disabled pupils is closely connected with the regime for children with special educational needs.

### Public Sector Duties (applies to schools):

A school must, in the exercise of its functions, give due regard to the need to (in relation to protected characteristics above):

1. Eliminate discrimination, harassment, victimisation and any other prohibited conduct.
2. Advance equality of opportunity (remove or minimise disadvantage; meet people's needs; take account of disabilities; encourage participation in public life).
3. Foster good relations between people (tackle prejudice and promote understanding).

*In practice, 'due regard' means giving relevant and proportionate consideration to the duty, so decision makers in schools must have due regard when making a decision, developing a policy or taking an action as to whether it may have implications for people because of their protected characteristics.*

### Reasonable Adjustments and Accessibility Plans (Schedule 10)

#### Schools are required to:

- Take reasonable steps to avoid disadvantage caused by a provision, criteria or practice, or a physical feature that puts a disabled person at a substantial disadvantage compared to a non-disabled person. This involves removing or avoiding a physical feature, for example, steps and lifts.
- Take reasonable steps to provide auxiliary aids/services.
- Provide information in an accessible format.
- Develop and implement (by allocating appropriate resources) **Accessibility Plans** which will:
  - a. Increase disabled pupils' access to the school curriculum

- b. Improve the physical environment
- c. Improve provision of information.

The duty is an anticipatory and continuing one that schools owe to disabled pupils generally, regardless of whether the school knows that a particular pupil is disabled or whether the school currently has disabled pupils. The school

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will need to plan ahead for the reasonable adjustments that it may need to make, working with the relevant admissions authority as appropriate.

### **Responsibilities: Governing Body**

- Ensure that the school complies with equality-related legislation.
- Ensure that the policy and its procedures are implemented by the Headteacher.
- Ensure all other school policies promote equality.
- Give due regard to the Public Sector Equality Duty when making decisions.

### **Responsibilities: Headteacher**

- Implement the policy and its related procedures.
- Make all staff aware of their responsibilities and provide training as appropriate to enable them to effectively deliver this policy.
- Take appropriate action in any case of actual or potential discrimination.
- Ensure that all staff understand their duties regarding recruitment and providing reasonable adjustments to staff. Ensure that all staff and pupils are aware of the process for reporting and following up bullying and prejudice-related incidents.

### **Responsibilities: All staff**

- Enact this policy, its commitments and procedures, and their responsibilities associated with this policy. Deal with bullying and discriminatory incidents, and know how to identify and challenge prejudice and stereotyping.
- Promote equality and good relations and not discriminate on any grounds.
- Attend such training and information opportunities as necessary to enact this policy and keep up to date with equality legislation.
- To be models of equal opportunities through their words and actions.

### **Responsibilities: Pupils**

- Refrain from engaging in discriminatory behaviour or any other behaviour that contravenes this policy.

### **Responsibilities: Visitors** (e.g. parent helpers, contractors)

- To be aware of, and comply with, the school's equality policy.
- To refrain from engaging in discriminatory behaviour (for example, racist language) on school premises.

