

Equality Information & Objectives Policy

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This policy will be reviewed on a regular basis and updated as necessary.

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Statement of Intent:

The Devonshire Hill Nursery & Primary School recognises that certain groups in society have historically been disadvantaged because of unlawful discrimination they have faced due to their race, sex, disability, gender reassignment, marriage/civil partnership, religion/belief, sexual orientation or age.

This policy will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the school community and workforce.



1. Legal framework

1.1 This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- *Human Rights Act 1998*
- *Special Educational Needs and Disability Regulations 2014*
- *Education and Inspections Act 2006*
- *Equality Act 2010*
- *Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017*
- *Public Sector Equality Duty (PSED)*
- *The UK General Data Protection Regulation (GDPR)*
- *Data Protection Act 2018*

1.2 This policy also has due regard for non-statutory guidance, including the following:

DfE 'The Equality Act 2010 and schools'

1.3 This policy operates in conjunction with the following policies:

- *Haringey Council Admissions Policy and Procedures*
- *Complaints Procedures Policy*
- *Equal Opportunities Policy*

1.4 The Equality Act 2010 provides a modern, single legal framework with three broad duties:

- *Eliminate discrimination*
- *Advance equality of opportunity*
- *Foster good relations*
- For the purpose of this policy, the Equality Act 2010 will be referred to as 'the Act'.

1.6 The school fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities.

1.7 Protected characteristics, under the Act, are as follows:

- *Age*
- *Disability*
- *Race, colour, nationality or ethnicity*
- *Sex*
- *Gender reassignment*
- *Maternity and pregnancy*
- *Religion and belief*
- *Sexual orientation*
- *Marriage and civil partnership*

1.8 The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil:



- *In relation to admissions.*
- *In the way it provides education for pupils.*
- *In the way it provides pupils access to any benefit, facility or service.*
- *By excluding a pupil or subjecting them to any other detriment.*

1.9 The responsible body for the school is the governing body or the LA.

1.10 The school's liability not to discriminate, harass or victimise does not end when a pupil has left the school, but will apply to subsequent actions connected to the previous relationship between school and pupil, such as the provision of references on former pupils or access to "old pupils" communications and activities

1.11 The school will promote equality of opportunity for all staff and job applicants and will work in line with the Equal Opportunities and Dignity at Work Policy.

2. Roles and responsibilities

2.1 The governing body will:

- *Ensure that the school complies with the appropriate equality legislation and regulations.*
- *Meet its obligations under the PSED to publish equality objectives at least every four years commencing on the date of the last publication.*
- *Ensure that the school's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.*
- *Ensure that the school's Admissions Policy does not discriminate in any way.*
- *Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the governing body.*
- *Proactively recruit high-quality applicants from under-represented groups.*
- *Provide information in appropriate and accessible formats.*
- *Ensure that the necessary disciplinary measures are in place to enforce this policy.*

2.2 The headteacher will:

- *Implement this policy and its procedures.*
- *Ensure that all staff members receive the appropriate equality and diversity training as part of their induction and CPD.*
- *Ensure that all parents, visitors and contractors are aware of, and comply with, the provisions of this policy.*
- *Actively challenge and take appropriate action in any case of discriminatory practice.*
- *Address any reported incidents of harassment or bullying in line with DfE guidance.*
- *Produce an annual report on the progress of implementing the provisions of this policy and report it to the governing body.*

2.3 Employees will:

- *Be mindful of any incidents of harassment or bullying in the school.*
- *Track, monitor and address any instances of discrimination and deal with these in a consistent manner making a report to the headteacher (or nominee) as necessary. To follow-up with pupils any minor issues of harassment or bullying and to report any major breaches of the policy to the headteacher using the agreed reporting mechanisms .*



- *Identify and challenge bias and stereotyping within the curriculum and the school's culture.*
- *Promote equality and good relations, and not harass or discriminate in any way.*
- *Monitor pupils' progress and academic needs to ensure the appropriate support is in place.*
- *Keep up-to-date with equality legislation and its application by attending the appropriate training.*

2.4 Pupils will:

- *Not discriminate or harass any other pupil or staff member.*
- *Actively encourage equality and diversity in the school by contributing their cultural experiences and values.*
- *Report any incidences of bullying or harassment, whether to themselves or to others, to their teacher or to another member of staff.*
- *Abide by all the school's equality and diversity policies, procedures and codes.*

2.5 The school will have an equality page on its website, in order to demonstrate how it is complying with the PSED in the Equality Act 2010, and advancing equality of opportunity.

3. Equality objectives

3.1 The school is committed to promoting the welfare and equality of all its staff, pupils and other members of the school community. To achieve this, the school has established the following objectives:

- *Monitor changes to the curriculum to ensure they result in good outcomes for pupils in all vulnerable groups, and to review the curriculum considering new performance measures*
- *Offer appropriate access to the primary national testing programme in English for pupils in all vulnerable groups*
- *Implement effective strategies to support pupils in all vulnerable groups to access the Primary National Curriculum*
- *Improve the quality of support for pupils in all vulnerable groups in the classroom*
- *Continue to explore the use of new technologies to support pupils in all vulnerable groups in accessing their learning.*
- *The school will update all published equality documentation annually and will publish its objectives at least every four years.*

4. Collecting and using information

4.1 The school will collect equality information for the purpose of:

- *Identifying key issues, e.g. unlawful discrimination in teaching methods.*
- *Assessing performance, e.g. benchmarking against similar organisations locally or nationally.*
- *Taking action, e.g. adapting working practice to accommodate the needs of staff who share protected characteristics.*

4.2 The school will build an equality profile for staff to assist with identifying any issues within their recruitment regime. The school will obtain the following information from their staff:



- *Recruitment and promotion*
- *Numbers of part-time and full-time staff*
- *Pay and remuneration*
- *Training*
- *Return to work of women on maternity leave*
- *Return to work of disabled employees following sick leave relating to their disabilities*
- *Appraisals*
- *Grievances (including about harassment)*
- *Disciplinary action (including for harassment)*
- *Dismissals and other reasons for leaving*

4.3 The school will use the information they obtain to analyse any gaps present in their equality documentary, including the Equal Opportunities Policy.

4.4 Any personal data the school collects will be processed in accordance with the Data Protection Policy.

5. Promoting equality

5.1 In order to meet our objectives, the school has identified the following priorities:

- *Working in partnership with parents and outside professionals and specialists the school will aim to provide auxiliary aids that are directly*
- *related to disabled pupil's educational needs as a reasonable adjustment, so they can integrate as fully as reasonably possible in all parts of school life.*
- *Staff will aim for all pupils to take part in extra-curricular activities and residential visits, and the school will monitor uptake of these visits to ensure no one is disadvantaged on the grounds of a protected characteristic.*
- *The school will ensure that all forms of prejudice-motivated bullying is taken seriously and dealt with appropriately.*
- *Work will be differentiated by the classteacher to meet the abilities and learning styles of all pupils.*
- *The school will deploy its Behaviour policy robustly*
- *The school will increase access for disabled children and young people to the school curriculum and will take necessary steps to meet pupils' needs by using a variety of approaches and planning reasonable adjustments for disabled pupils, enabling them to take as full a part as possible in the activities of the school.*
- *The school will ensure there is adequate access to the physical environment of the school.*
- *The school will work closely with the parents and the child in the delivery of written information to disabled children and young people.*
- *The school will seek the views of advisory staff, outside agencies and local schools.*
- *Throughout the year, the school will aim to plan events to raise awareness of equality and diversity.*

5.2 The school will consult with stakeholders to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning.



5.3 Equality objectives will be published at least every four years commencing on the date of the last publication.

5.4 Bullying and prejudice will be carefully monitored and dealt with accordingly.

5.5 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.

6. Addressing prejudice-related incidents

6.1 The school is opposed to all forms of prejudice and we recognise that pupils and staff who experience any form of prejudice-related discrimination may fare less well in the education system.

6.2 The school will ensure that pupils and staff are aware of the impact of prejudice in order to prevent any incidents from occurring.

6.3 If incidents continue to occur, the school will address them immediately.

7. Appeal process

7.1 Staff members retain the right to appeal against a decision on the acceptability of their appearance using the school's grievance procedure.

7.2 The school will adhere to the Complaints Procedures Policy when following the grievance procedure.

8. Monitoring and review

8.1 The headteacher will review this policy annually, to ensure that all procedures are up-to-date.

8.2 The policy will be monitored and evaluated by the headteacher and governing body in the following ways:

- *Individual attainment data*
- *Equal opportunities recruitment data*
- *Equality impact assessments*
- *Ofsted inspection judgements on equality and diversity*
- *Incident records related to harassment and bullying*

8.3 Any changes made to this policy will be communicated to all members of staff

