



Document H
Horsley C. of E. (VA) Primary School

Equality Information and Objectives

A Statutory Policy

Effective date From: February 2022

Signed, Headteacher Gary Price

Signed, Chair of Governors David Savage

Date approved by Governing Body: February 2022

Date of next review by: February 2025

Equality Information and Objectives

Vision statement

Horsley School aims to eliminate discrimination, advance equality of opportunity and foster good relations across all characteristics (see list below) - between people who share a protected characteristic and people who do not share it. The school seeks to remove or minimise disadvantages, meet the needs of all pupils and encourage participation from all pupils.

Statutory Responsibilities

This policy reflects the legal duties set out in The Equality Act 2010, The Equality Duty 2011 and Schools DfE advice for school leaders, school staff, governing bodies and local authorities (May 2014). It follows the guidance in “Public sector equality duty guidance for schools in England” - Equality and Human Rights commission November 2012.

There are some general exceptions, and these apply to Horsley Church of England Aided school as a school with religious character. This means that Horsley may give priority in admissions to members of the Christian religion. In addition to the admissions exception, there is also the exception for how the school provides education to pupils and in the way it allows access to other aspects of school life, which are not necessarily part of the curriculum. For example:

A Church of England school which organises visits for pupils to sites of particular interest to its own faith, such as a cathedral, is not discriminating unlawfully by not arranging trips to sites of significance to the faiths of other pupils (section 2.5).

Legal Duties

It is 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 pupil access to any benefit, facility or service
- By excluding a pupil or subjecting them to any other detriment

Protected Characteristics

The act defines Protected Characteristics. It is unlawful for a school to discriminate against a pupil or prospective pupil by treating them less favourably because of their:

- Sex
- Race (this includes colour, nationality and ethnic or national origins)
- Disability (physical or mental impairment which has a substantial and long term adverse effect on that person’s ability to carry out normal day to day activities)
- Religion or belief (religion being any religion and belief as any religious or philosophical belief)
- Age
- Sexual orientation

- Gender reassignment
- Pregnancy or maternity

Unlawful Behaviour

There are four kinds of unlawful behaviour:

- Direct discrimination - when one person treats another less favourably, because of a protected characteristic, than they treat, or would treat, other people.
- Indirect discrimination - when a “provision, criterion or practice” is applied generally but has the effect of putting people with a particular characteristic at a disadvantage when compared to people without that characteristic.
- Harassment - “unwanted conduct, related to a relevant protected characteristic, which has the purpose or effect of violating a person’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person”.
- Victimisation - when a person is treated less favourably than they otherwise would have been because of something they have done in connection with the Act.

Role of the Governing Body

Due Regard

Horsley school must have due regard to the Equality Act 2010 when carrying out its duties. In practice this means that whenever significant decisions are made and policies developed or reviewed, thought must be given to the equality implications. We will ask the following questions:

- Does this policy/decision remove or minimise disadvantages suffered by pupils with particular protected characteristics?
- Do we need to adapt different approaches for different groups of pupils?
- Is there any way we can encourage these groups of pupils to become more involved with the school or open up opportunities for them that they wouldn’t otherwise enjoy?

Equality Objectives (2019-22) (published once every four years)

1. Ensure that all children make good progress throughout the reception class and the Early Years Foundation Stage (EYFS), KS1 and KS2, including pupils with Special Educational Needs and Disabilities (SEND), and for those receiving Pupil Premium, with more children attaining at least expected progress.
2. Ensure the needs of pupils with disabilities are always taken into account when planning off-site visits and other opportunities.
3. Promote cultural and religious understanding and raise global awareness through a programme of international and local activities embedded within the curriculum.

Plans to meet these equality objectives are set out in the School Development Plan.

We review and update our equality objectives as part of the annual review of the school development plan and report annually to the governing body on progress towards achieving them. We involve and consult staff, pupils, governors and parents and carers.

Attainment - Staff at Horsley school will regularly analyse data, look at individual attainment, observe lessons and talk to pupils and parents to identify issues such as gaps in attainment between groups of pupils e.g. between boys and girls. See evidence in the accessibility plan, RAISE - gender, race, SEND; data reports to Governors, data analysis, lesson observations, pupil/parent surveys, etc.

Participation in school activities - Staff at Horsley School will consider the needs of all pupils when arranging activities both in and out of school. See evidence in the SEND policy, children with medical conditions policy, the accessibility plan, Sex and Relationships policy, risk assessments carried out, staff meeting minutes, etc.

Ensure pupils engage effectively in learning - Staff at Horsley School identify priorities that will enable all children to access learning. See evidence in SEND policy, the accessibility plan, detailed lesson plans, etc.

Foster good relations and partnerships - Staff at Horsley School foster good relations through the school's Christian ethos and values. See evidence through our programme of assemblies, community events, links with other Gloucestershire schools, values-led curriculum, etc. The behaviour and anti-bullying policies help to ensure that children feel safe and are aware of what to do if they feel worried. Evidence of this can be seen through governor visit reports, pupil and parent surveys, home/school agreement, etc.

Policy making - Staff at Horsley school will consider the Equalities Act whenever a policy is written or reviewed. All staff and governors will be reminded of their responsibilities under the Act. Evidence can be seen in minutes of governor and staff meetings, policies themselves including pay, recruitment, equalities impact assessment, and engagement through disability equality organisations and charities

MONITORING

The Headteacher and Governors will monitor the effectiveness of the policy through day-to-day observations, focused walks, communication with parents, surveying pupils' views and regular communication during staff meetings and School Council meetings.

EVALUATION

Using data from monitoring activities, the Headteacher and Governors will review and update this policy annually.

Name _____ Signature _____ Date: _____
(Chair of Governors)

Name _____ Signature _____ Date: _____
(Headteacher)