

# Stainton C of E Primary School



## Equality Policy, Objectives and Action plan

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## REVIEW SHEET

The information in the table below details earlier versions of this document with a brief description of each review and how to distinguish amendments made since the previous version date (if any).

<b>Version Number</b>	<b>Version Description</b>	<b>Date of Revision</b>
1	November 2023 – policy and equality scheme	Sept 2023
2	Updated equality plan	June 2024

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## 1. Introduction

Our school is inclusive; we focus on the well-being and progress of every child and we are committed to ensuring all members of our community are equally valued.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement.

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](#).

**Our approach to equality is based on 7 key principles:**

1. **All learners are of equal value.** Whether or not they are disabled, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.
2. **We recognise, respect and value difference and understand that diversity is a strength.** We take account of differences and strive to remove barriers and disadvantages which people may face, in relation to sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation or pregnancy or maternity. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.
3. **We foster positive attitudes and relationships.** We actively promote positive attitudes and mutual respect between groups and communities different from each other.
4. **We foster a shared sense of cohesion and belonging.** We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life.
5. **We observe good equality practices for our staff.** We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development.
6. **We have the highest expectations of all our children.** We expect that all pupils can make good progress and achieve to their highest potential.
7. **We work to raise standards for all pupils, but especially for the most vulnerable.** We believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school.

## 2. The Equality Act and Public Sector Equality Duty

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). This means that schools cannot discriminate against pupils, staff or the wider school community or treat them less favourably because of their sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation or pregnancy or maternity.

Age and marriage and civil partnership are also “protected characteristics” and although are not part of the school provisions related to pupils, would apply to staff and the wider school community.

The Act requires all public organisations, including schools, to comply with the Public Sector Equality Duty (PSED) and two specific duties:

**The Public Sector Equality Duty or “general duty”.** This requires all public organisations, including schools to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between different groups;

- foster good relations between different groups.

**Two “specific duties”.** This requires all public organisations, including schools, to:

1. publish information to show compliance with the Equality Duty;
2. publish Equality objectives at least every 4 years which are specific and measurable.

Further information on how the Equality Act applies to schools can be found in the Department for Education document [Equality Act 2010: advice for schools](#).

### 3. Purpose of this Equality Policy

To comply with our legal duties under the Equality Act 2010 our Equality Policy describes how we are trying to systematically set and implement good practice in equality and diversity as follows:

- Develop and review the Equality Policy and our objectives with appropriate timescales for the future.
- Eliminate discrimination.
- Promote positive attitudes and eliminate harassment or victimisation related to any aspect of social identity or diversity.
- Promote equality of opportunity.
- Encourage participation by people with disabilities and people representing different aspects of social identity in public life.
- Take steps to take account of difference even where that involves treating some people more favourably than others.
- Take proportionate action to address the disadvantage faced by particular groups of pupils, employees, or other members of the school community like pupils’ parents or carers.

### 4. Links to other policies and documentation

Although this Policy is the key document for information about our approach to equality in line with the Public Sector Equality Duty, evidence of our commitment to our responsibilities under the Equality Act can also be found in our:

- Accessibility Plan
- Admissions procedures
- Behaviour Policy
- Equality impact assessment procedures (Gov Involvement)
- Equality training materials (Gov Involvement)
- Governing body minutes
- Parent, pupil and staff surveys (Gov to action summer term 2024)
- Child Protection Policy and procedures
- School performance data
- School prospectus
- School website and newsletters
- Self-evaluation reviews
- SEND Policy (draft to be agreed at full governors with SEND info report)
- School development plans

As a school we also collect the following information, broken down by race, religion or belief, sex, disability and, where relevant, sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership, and age

- School admissions
- Pupil attainment and progress
- Prejudice-related incidents
- Sanctions (including exclusion)

- Staff recruitment and selection
- Promotions
- Professional development opportunities

The Equality Act also applies to schools in their role as employers, and the ways in which we comply with this are found in our Recruitment and Selection procedures.

## 5. Our school profile

Stainton CofE Primary School is a Church of England Voluntary Controlled School with 125 pupils currently enrolled and a strong Christian ethos which develops the whole child. We have a small number of children who attend our Nursery which runs daily from 8.30 until 12noon. Many of our pupils enter school from private nurseries or settings other than the home. The remainder enter school direct from home at reception age. As a result, attainment and maturity is wide-ranging. To address this inequality, we have worked closely with pre-school settings building in visits by members of our staff. In the term before starting school in September, all children who applied for a place were offered visits to the school in the form of 'play and stay' sessions with parents and class visit sessions. This allows them to settle into the school environment and allowed the EYFS staff to get to know them and make initial assessments of and form relationships with pupils ready for their start.

Our catchment area takes in local villages, small rural villages, isolated farms and a from the local town. There are few amenities available locally. The immediate area is relatively prosperous and is a commuter area for professional families. However, many of our pupils travel from the local town and therefore are outside of our immediate catchment area. They are attracted by our school's reputation and our breakfast club which operates from 8.00am and after-school club which operates to 5.30pm each evening.

We have some vulnerable groups including those with special educational, learning and medical needs.

We are a Voluntary Aided School with a strong Christian ethos which develops the whole child.

We have never had problems attracting staff and currently have a full teaching staff complement.

The Local Authority (LA) handles admissions to the school. When we are made aware of pupils who are joining the school with special educational needs or disabilities, we arrange to meet the pupil and parents or carers and involve professionals from the LA and Health Authority to ensure any adjustments required to our buildings or curriculum are made in readiness for them starting school. The school has ramped access and is level throughout the building enabling access to wheelchair users. We have one disabled toilet which also contains an adjustable changing bed for use by those pupils who need personal care whilst at school. The Local Authority (LA) deals with admissions to the school. When we are made aware of pupils who are joining the school with disabilities, we make arrangements to meet both the pupil and the parents and involve professionals from the Local Authority and the Health Authority in order to ensure that any adjustments required to the school building are made in readiness for the pupil starting school. The school was built in 1964 and then later work was carried out in 1974 and 1993 in order to accommodate more pupils. An Early Years Foundation Stage Unit was built in 2000. Both buildings are on one level and, therefore, accessible to wheelchair users. Although some areas of the playgrounds and the school field are built on a slope, they are also accessible. Our reception area is accessible to people with disabilities. We have one disabled toilet which also contains a shower for use by those pupils who need personal care whilst at school.

Information for parents and others is provided in verbal and written form and we offer it in alternative formats on request e.g. another language, braille etc.

Recruitment procedures are based on those provided by our LA with all advertising being processed through the Council HR and Advertising Team.

**Note: If we do not provide actual figures in relation to pupils or staff from ethnic minorities or any other equality group with protected characteristics it is because they are a small number of people**

**and we must maintain their privacy. We are also not required to collect any statistical data which we do not already collect routinely e.g. RAISE online and other data.**

## **6. Planning to eliminate discrimination and promote equality**

Our Equality Objectives Action Plan identifies what we will be doing over the coming year and beyond to make our school more accessible to the whole community, irrespective of background or need. We prepare this plan through consultation with key stakeholders including pupils, parents & carers, governors, staff, and others in the school community.

In order for us to assess and make reasonable adjustments and proportionate steps to overcome barriers that may impede some people, we also have an Accessibility Plan (published on the school website) which specifically focuses on how we will improve equality of access to:

- education for pupils with disabilities;
- work for employees with disabilities;
- work or a family life for visitors and other members of our school community;
- other user groups who access our building.

We publish them together because they overlap and we want to make sure we are meeting our duties to promote positive outcomes in relation to disability, and actions to address other social identities.

Progress towards our Equality Objectives and the Accessibility Plan is reported on regularly to the Governing Body and reviewed annually. We publish an updated Equality Information Report annually about diversity in our school and how we are doing against our Equality Objectives.

We take steps to ensure our Equality Information Report and our Objectives are understood and implemented by all staff and are published on the school website. They will be made available in different formats and in different languages on request to the school office.

In line with DfE guidance on what we must or should publish on the school website, we will consider collecting and publishing governing board members' diversity data so that such information is widely accessible to members of the school community and the public.

## **7. Advancing equality of opportunity between different groups**

### **7.1 Disability equality**

Our commitment to achieving equality of opportunity for pupils with disabilities, their families, school staff, and other school users has a number of objectives:

We will promote equality for people with disabilities by:

- removing barriers to the accessibility of education, employment, services, information and buildings;
- encouraging good practice by our partners by giving relevant advice or instructions;
- ensuring we take their needs into account when procuring goods and services from our providers;
- promoting positive images of people with disabilities;
- challenging patronising or discriminating attitudes;
- making the environment as safe as possible for and challenging antisocial or bullying behaviour against, or harassment of pupils, staff or other school users with disabilities.

We plan to increase access to education for disabled pupils by:

- increasing the extent to which disabled pupils can participate in the school curriculum;
- increasing the inclusion of positive images of disabled people across the curriculum;
- improving the environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services;
- improving the delivery of information to disabled pupils, to the standard of which is provided in writing for pupils who are not disabled;

We welcome the requirements of the disability equality duty and this section sets out our commitment to meeting the duty. Our Policy shows how we promote disability equality across all areas of the school, to disabled pupils, staff, parents, carers and other school users.

Our school's Accessibility Plan was created with parents, governors and children to improve the physical layout of the building and the grounds and disability access to the curriculum and wider life of the school. We aim to work with children, parents, governors, staff and the wider community to increase access to education for learners with disabilities such as providing additional equipment, use of ICT to make learning more accessible for all children. When we have had visitors or parents/carers with visual difficulties, yellow and white lines were repainted, and signs made clear/larger. Use of radio aid equipment and training for staff and children has supported children and employees with hearing needs. In adjusting our visual approach within the environment, we aim to remove barriers to inclusion for pupils, staff and/or other users of the school premises who have a disability.

## **7.2 Racial equality and community cohesion**

We recognise that people of Black, Asian and Minority Ethnic (BAME) origin experience discrimination based on colour, race, nationality, religion, and ethnic origin. Racial harassment and violence are the most serious consequences of racism, damaging people emotionally and physically and limiting life choices and opportunities.

To ensure this school takes all necessary steps to prevent and tackle racial harassment and to help people of BAME origin live free from harassment, feel safe and enjoy and achieve throughout their education or working life at our school, we will take steps to:

- keep accurate records of all groups of faith or ethnicity, their backgrounds and needs and how we respond to them;
- encourage dialogue between different racial groups on the suitability of our educational provision;
- prevent racial discrimination, and promote equality of opportunity and good relations between members of different racial, cultural and religious groups;
- encourage pupils and their families of all ethnic groups to participate fully in all aspects of school life;
- use our support for the voluntary and community sector to promote good race relations;
- counter myths and misinformation that may undermine good community relations;
- ensure our staff and other adults working in our school, pupils and their families, as well as our partners and the wider community fully understand the principles of good race relations.

Stainton C of E Primary School use robust PSHE (Jigsaw) and RE Schemes of work (Understanding Christianity, Discovery RE, and Carlisle Diocesan Scheme for RE) that each raise race equality awareness and encourage tolerance and interest within our pupils. Our curriculum and delivery celebrate cultural and faith differences. Although a Church of England School, Stainton teaches all children about other faiths. Daily worship ensures that children promote our school values, with a focus on "love one another, as I have loved you", taken from our school vision.

## **7.3 Sex and gender reassignment equality**

We are committed to combating sex discrimination and sexism and promoting the equality of women, men, boys and girls.

We are also committed to ensuring the rights under the Equality Act of people undergoing gender reassignment (defined as applying to anyone who is proposing to undergo, is undergoing, or has undergone a process or part-process, for the purpose of reassigning their sex by changing physiological or other attributes). This means that in order to be protected under the Act, pupils or staff will not necessarily have to be undertaking a medical procedure to change their sex but must be taking steps to live in the opposite gender or proposing to do so. So far, the law has not acknowledged non-binary or

genderless individuals, but we want to act appropriately to safeguard and include all members of our communities.

We will give due regard to the need to:

- eliminate unlawful discrimination, harassment, and victimisation on the grounds of sex or gender reassignment, including domestic violence, sexual violence, bullying, and exploitation;
- promote equality of opportunity between women and men in all our functions;

Stainton C of E Primary School:

- Gathers and monitors gender information through SIMS, Target Tracker and local and national statistics such as Fischer Family Trust, Aspire, Raise on Line and LA updates.
- Pupil targets are also set by considering the above statistics and assessments and take gender issues and needs into account.
- We use our day to day classroom assessments and tracking systems and data to inform teaching content and styles which are sometimes determined by gender.
- Different year groups have different gender need and these are taken into account when planning and delivering the curriculum.
- We address the issue of gender stereotyping through our progressive PSHE schemes such as Jigsaw These schemes provide classroom based lesson and opportunities for discussions. Our Twinkl Phonics Scheme also promotes sex and gender equality.
- We respond to information children receive from the internet, films, TV and other media where women are portrayed in a derogatory manner through the Jigsaw Scheme

#### **7.4 Religion and belief equality**

Stainton CE Primary School recognises that people can face discrimination because of attitudes in society towards the faith communities to which they belong. Faith-based hate crime has been on the increase in recent years, developing a character that is distinct from race hate crime. The school also recognises that a person's religious (or similar) beliefs may mean that they have different needs, demands and expectations, which require flexibility. The school is committed to eliminating illegal discrimination and exclusion on the basis of religion or belief.

Our school recognises the need to consider the duties which require us to assess the impacts of our policies, functions and procedures have on promoting equality for people based on their religion, belief or non-belief.

Stainton C of E Primary School ensures that the PSHE and RE schemes promote equality with regard to religion, belief or non-belief and encourage children to celebrate their differences.

Teachers plan and deliver lessons that are inclusive and foster independent, informed choices and opinions. In RE children are often posed with challenging questions in order that they develop empathy, understanding and depth of thought. Although a Church of England School, Stainton teaches a broad range of religious beliefs and has an in-depth focus on other world religions.

Children who have individual needs related to faith and beliefs are taught in accordance with parental wishes and have the right to abstain from collective worship outside of their faith and indeed to take part in worship connected to their faiths and beliefs.

All teachers teach children about the similarities and differences across religions and are careful not to impose beliefs on individuals.

**(Note:** There are exemptions under equality law e.g. the content of the curriculum but not the delivery of it; for schools with a religious character (faith schools) in admissions; freedom to provide collective

acts of worship for one religion and not another; or to include all pupils regardless of faith in learning about a religious celebration without unlawfully discriminating.

## **7.5 Sexual orientation equality**

This school is committed to combatting unlawful discrimination, harassment and victimisation faced by people who are lesbian, gay, bisexual, transgender, or questioning (LGBTQ+) and we aim to ensure equality of opportunity in education, services, and employment.

We will respect the rights of individuals to be open about their sexual orientation, tackle homophobia, challenge stereotyping and improve knowledge about LGBTQ communities, both inside the community and across wider society.

We are committed to taking a proactive approach to preventing all forms of homophobia in the school community and will assess the impact of our policies, functions and procedures on promoting sexual orientation equality as part of the Equality Impact Assessment process.

- We will deal with complaints of discrimination and harassment speedily and according to LA and national guidelines and notify complainants of the outcome and actions taken.
- We deliver sex education for pupils in Year 5 and Year 6 where they discuss the differences and similarities between genders.
- Homophobic bullying, language and stereotypes will be challenged within the school curriculum through our PSHE Schemes, Jigsaw, use of Phonics daily story time and through staff and pupils challenge.
- The school use a conferencing technique to address any incidents and to teach pupils to distinguish between appropriate and inappropriate conduct.
- Any discrimination or inappropriate behaviour is logged on our online school platform and then analysed by the DSL and DDSL. Any trends or reoccurring patterns are logged and investigated by SLT.
- The Kidsafe programme also provides direct teaching about many aspects of equality and safety.
- Through the Jigsaw scheme, the school also have access to updated material on their website and links to a consultant who helps staff to deliver the scheme effectively and educate parents about aspects of the curriculum.
- Staff are provided access to the 'Work life Support Scheme' to support with all aspects of wellbeing. Governors monitor wellbeing with annual surveys for staff.

## **7.6 Pregnancy and maternity equality**

This school is committed to ensuring that staff who are pregnant or have recently given birth are protected from both direct and indirect discriminatory practices, disadvantage and unfavourable treatment.

We are also committed to ensuring pupils are protected from discrimination as entitled if they:

- are or have been pregnant;
- have given birth and unfavourable treatment occurred within 26 weeks of and including the day of the birth;
- are breastfeeding and unfavourable treatment occurs within 26 weeks of the birth as above;
- experienced a still birth, as long as the pregnancy reached 24 weeks;

## **7.7 Equal opportunities for staff**

This section deals with aspects of equal opportunities relating to staff. We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.

- All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law.

- We are also concerned to ensure wherever possible that the staffing of the school reflects the diversity of our community.
- As an employer we strive to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.
- We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice.
- We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

## **8. Roles and responsibilities**

We expect all members of the school community and visitors to support our commitment to promoting equalities and meeting the requirements of the Equality Act. We will provide training, guidance and information to enable them to do this.

### **8.1 The Governing Body**

The Governing Body will:

- ensure our school complies with all relevant equalities legislation;
- undertake relevant and up-to-date training in relation to our equality duties;
- designate a governor with specific responsibility for the Equality Policy and action plan;
- draw up, publish and implement our school's equality objectives;
- establish our Equality Objectives Action Plan as part of our School Development Plan;
- support the Head Teacher in implementing any actions necessary;
- ensure people are not discriminated against when applying for jobs at our school on grounds of a protected characteristics (disability, race, sex, gender reassignment, sexual orientation, pregnancy & maternity, age, marriage & civil partnership, and religion or belief, including lack of belief).
- take all reasonable steps to ensure our school environment is accessible to people with disabilities, and strive to make school communications as inclusive as possible for parents, carers and pupils;
- welcome all applications to join our school, whatever a child's socio-economic background, race etc.;
- ensure that no child is discriminated against whilst in our school because of their sex, disability etc.;
- inform and consult with parents, carers and the wider school community about the Policy;
- evaluate and review the information supporting the Policy annually;
- evaluate the objectives and action plan/school development plan at least every 4 years.

### **8.2 The Head teacher/senior leader responsible for equality**

The Headteacher/Deputy Headteacher responsible for equality will take steps to ensure:

- staff and parents are informed about the Equality Policy, objectives and action plan;
- staff understand the broad legal definition of disability;
- the Policy is implemented effectively;
- they manage any day to day issues arising from the Policy whether for pupils, for our school as an employer or for our local community;
- staff have access to training which helps implement the Policy;
- they monitor the Policy, objectives and action plan and report to the Governing Body at least annually, on their effectiveness;
- the SLT are kept up to date with any developments which affect the Policy or action plan;
- appropriate support and monitoring is in place for all pupils and specific and targeted pupils under the Policy, with assistance from relevant agencies;
- all appointments panels give due regard to this plan, so that no one is discriminated against when it comes to employment or training opportunities;
- the principles of equal opportunity are promoted when developing the curriculum, respect for other people, and equal opportunities to participate in all aspects of school life;

- all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, are appropriately recorded and treated with due seriousness and in line with the Whole School Behaviour Policy and procedures;
- complaints of discrimination, harassment, or victimisation are dealt with speedily and complainants are notified of the outcome and actions taken;
- appropriate action is taken according to who is being affected e.g. pupil, member of staff, volunteer etc. in the event of equality expectations not being met.

### **8.3 All staff: teaching, non-teaching and other adults involved with our school**

All staff, both paid and unpaid are required to:

- understand and accept that equality is a whole school issue and support our Equality Policy and objectives;
- be aware of the Equality Policy and objectives and how they relate to them and their work;
- keep themselves up to date with relevant legislation and attend any training/information events;
- ask for support if they have questions or need training;
- ensure all pupils are treated fairly, equally (or equitably e.g. giving more or less support than to others to achieve the same aims), and with respect;
- strive to include materials that provide positive images, especially based on race, sex, and disability and that challenge stereotypical images;
- ensure that all pupils with a protected characteristic are included in all activities and have full access to the curriculum;
- promote equality and diversity through teaching and our relationships with pupils, staff, parents, and the wider community;
- understand how to deal with incidents of concern, and how to identify and challenge bias and stereotyping;
- know our procedures for reporting incidents of racism, harassment, or other forms of discrimination.

### **8.4 Pupils**

Pupils are expected, and will be supported, to:

- be involved in the development of the Policy to help them understand how it relates to them in an age or ability appropriate way;
- act in accordance with any relevant part of the Policy;
- experience a curriculum and environment which is respectful of diversity and difference and prepares them well for life in a diverse society;
- understand the importance of reporting discriminatory bullying and racially motivated incidents;
- help us ensure our peer support programme promotes understanding and supports pupils who are experiencing discrimination.

## **9. Disseminating, monitoring and reviewing the Policy**

This Equality Policy along with the Equality Objectives and data is available:

- on the school website.
- as paper copies in the school office.
- in the staff handbook.
- on display for visitors, including parents and carers.

It can also be made available in other formats e.g. another language, or braille.

We update and re-publish our Equality Policy as necessary, our school profile and objectives annually to account for the September intake or staffing changes and how they affect diversity in school, and the

action plan no less than every 4 years. We will also review our action plan in brief annually in light of any new objectives to ensure our longer-term goals remain relevant.

We publish copies of other relevant Policies and guidance, including those on behaviour, anti-bullying and special educational needs, on our school website.

## **10. Complaints**

If a member of the public feels that they have suffered discrimination, harassment, or victimisation from this school because of their protected characteristic i.e. race (including nationality, ethnic group, regional or national origin), sex, gender reassignment, sexual orientation, age, marital or civil partnership status, pregnancy or maternity, disability, or religion or belief (including lack of belief), they should report it using our normal School's Complaints Procedure. For more information please see <https://primarysite-prod-sorted.s3.amazonaws.com/stainton-cofe-primary-school/UploadedDocument/2c41e773063f4d2d90f2df4a9316da95/stainton-ce-primary-complaints-policy-revised.pdf>

Complaints by staff will be dealt with under the Grievance Procedure, as appropriate.

We take all complaints seriously and will take appropriate action to eliminate discriminatory behaviour.

We will monitor complaints to help establish whether we are meeting our equality duties and report regularly to the Governing Body about the nature of complaints made and action taken.

## REFERENCED STATUTORY AND NON-STATUTORY GUIDANCE

The following statutory and non-statutory guidance was used in research and/or referenced in formulating this Equality Policy, Objectives and Action Plan:

- [UN Convention on the Rights of the Child](#)
- [UN Convention on the Rights of People with Disabilities](#)
- [Human Rights Act 1998](#)
- [The Equality Act 2010 and Schools \(UK Gov Department for Education\)](#)
- [Public Sector Equality Duty: Guidance for Schools \(Equality and Human Rights Commission\)](#)
- [The Essential Guide to the Public Sector Equality Duty \(EHRC\)](#)
- [Technical guidance on the Public Sector Equality Duty: England \(EHRC\)](#)