



# EQUALITY POLICY

## Statement & Objectives

### **Value Statement (who we are):**

Coombe Hill Infants' School is an inclusive, community school with a strong tradition of mutual respect and tolerance within a nurturing family environment. We provide an outstanding education for all children.

### **Vision Statement (what we strive for):**

Our vision is to develop strong minds, bodies and spirit in preparation for life. We sow the seeds of curiosity, enthusiasm and resilience to ensure all children continue to delight in their lifelong love of learning.

Statutory:

Reviewed: February 2021

Reviewed by: Sue Jakob

Next review Date: February 2022

Governor Committee: Children, Community and Safeguarding

***"Safeguarding is everyone's responsibility"***

**Coombe Hill Infants' School complies with the relevant legal duties as set out in the Equality Act 2010 and the Human Rights Act 1998; we promote equality of opportunity and take positive steps to prevent any form of discrimination, either direct or indirect, against those with protected characteristics in all aspects of our work.**

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## Statement of intent

Coombe Hill Infant 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.

At CHI, we believe that every person in the school community, whether teacher, support staff or child, has a fundamental right to equality of opportunity and we aim to provide this irrespective of religious persuasion, ethnic origin, cultural or linguistic background, gender, social group or disability. We believe that education has an essential role to play in promoting positive attitudes towards diversity amongst all pupils and staff. We recognise the importance of the people in our school as our most valuable resource and we are committed to developing the potential of both children and adults.

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 frame

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)
- General Data Protection Regulation (GDPR)

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

- DfE (2014) 'The Equality Act 2010 and schools'

1.3. This policy operates in conjunction with the following school policies:

- [Complaints Procedures Policy](#)
- Equal Opportunities Statement

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

1.5. 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 CHI is the governing board or the LA.

1.10. CHI'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. CHI will promote equality of opportunity for all staff and job applicants and will work in line with the Equal Opportunities Statement.

## **2. Principles and aims**

2.1. We see all learners and potential learners, and their parents, as of equal value, regardless of any protected characteristic.

2.2. Our policies, procedures and activities will not discriminate but must nevertheless take account of differences in life-experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.

2.3. CHI will promote race equality and have due regard to eliminating unlawful racial discrimination, promoting equality of opportunity and good relations between people of different racial groups.

2.4. CHI will promote disability equality, ensuring equality of opportunity, eliminating unlawful discrimination and disability-related harassment and encouraging participation by disabled people in public life.

2.5. CHI will promote gender equality by eliminating unlawful discrimination and harassment, and promote the equality of opportunity between men and women, girls and boys.

2.6. Transgender people are explicitly covered by the PSED. For the purposes of this policy, the term 'transgender' refers to an individual whose gender expression or identity is different from that traditionally associated with the sex they were assigned at birth.

2.7. CHI will respect the confidentiality of those seeking gender reassignment and will provide a supportive environment within the community.

2.8. CHI is opposed to all forms of prejudice and recognises that children and young people who experience any form of prejudice-related discrimination may fare less well in the education system.

2.9. CHI will ensure that all staff comply with the appropriate equality legislation and regulations.

2.10. [RBK's School Admissions arrangements](#) will not discriminate against any protected characteristic in any way.

2.11. CHI will:

- Ensure staff are aware of their responsibilities, given necessary training and support, and report progress to the [FGB](#).
- Ensure that the recording and reporting of equality and diversity is sufficiently scrutinised.
- Foster positive attitudes and relationships, a shared sense of cohesion and belonging, and ensure this is promoted in our policies, procedures and activities.
- Observe good equalities practice in staff recruitment, retention and development, and ensure that all policies and procedures benefit all employees and potential employees regardless of any protected characteristic, and with full respect for legal rights relating to pregnancy and maternity.
- Reduce and remove inequalities and barriers that already exist.
- Engage with a range of groups and individuals to ensure that those who are affected by a policy, procedure or activity are consulted and involved in the design of new policies, and in the review of existing ones.
- Ensure that policies, procedures and activities benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in the public life of everyone, regardless of any protected characteristic.
- Ensure staff promote an inclusive and collaborative ethos in the school, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, and showing appropriate support for pupils with additional needs, maintaining a good level of awareness of issues surrounding equality.

### 3. Roles and responsibilities

#### 3.1. The governing board 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 CHI's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that [RBK's School Admissions Arrangements](#) 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 board.
- 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.

#### 3.2. 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 FGB.

#### 3.3. Employees will:

- Be mindful of any incidents of harassment or bullying in the school.
- Address any minor issues of harassment or bullying and report any major breaches of the policy to the headteacher.
- Identify and challenge bias and stereotyping within the curriculum and CHI'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.

#### 3.4. 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 incidents of bullying or harassment, whether to themselves or to others, to a member of staff.

- Abide by all CHI's equality and diversity policies, procedures and codes.

3.5. CHI 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.

## **4. Equality objectives** (taken from CHI Equality Action Plan)

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

### **Race Equality Duty**

- To ensure all children regardless of ethnicity, race, are able to make at least good progress and expected attainment.
- To ensure that all staff and volunteers are treated equally in the recruitment, CPD and promotion process
- To identify, respond and report racist incidents.

### **Disability Equality Duty**

- To ensure all children regardless of disability are able to make at least good progress and attainment.
- To ensure pupils with a disability are actively involved in school activities eg clubs and enrichment activities
- To ensure that all staff and volunteers are treated equally in the recruitment, CPD and promotion process

### **Gender equality**

- To ensure our school promotes positive gender identity
- To ensure all children regardless of gender are able to make at least good progress and attainment.
- To continue to create engaging learning opportunities that promote achievement for boys and girls
- To ensure that all staff and volunteers are treated equally in the recruitment, CPD and promotion process

### **Community Cohesion**

- To raise a greater awareness of local, national and community identity.
- To introduce and embed the RRS agenda for staff, children, parents and governors.
- Continue to embed British Values and the CHI learning behaviours
- To continue in our ongoing programme to celebrate diversity in order to increase pupil awareness and understanding of different communities and beliefs.
- To monitor and promote the involvement of all pupils in the school extra curricular activities.

### **Sexual orientation**

- To ensure that Relationship and sex education recognises diverse family structures.

### **Religious belief**

- To ensure RE/PSHE/RSE curriculum engenders tolerance and understanding of different beliefs

## **Age**

- To ensure that all staff and volunteers are treated equally in the recruitment, CPD and promotion process

4.2. The school will update all published equality documentation annually and will publish its objectives at least every four years.

## **5. Collecting and using information**

5.1. CHI 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.

5.2. CHI will build an equality profile for staff to assist with identifying any issues within their recruitment regime. CHI 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

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

5.4. Any personal data that CHI collects will be processed in accordance with the GDPR/Data Protection Policy

## **6. Publishing information**

6.1. CHI will publish information to demonstrate its compliance with the Act.

6.2. CHI will publish information relating to persons within the school community who share relevant protected characteristics, these will include:

Other persons affected by the school's policies and procedures

6.3. CHI will not provide this information if:

- The employee is employed under contract personally to do work.
- the employer does not have, and it is not reasonably practicable for the employer to obtain the data.

6.4. The school will publish findings in their annual report.

## **7. Promoting equality**

7.1. In order to meet our objectives:

7.2. The school will consult with stakeholders to establish equality objectives and draw up an Equality Action plan based on information collected on protected groups and accessibility planning.

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

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

7.5. Annual training will be given to both existing and new staff as part of CHI's inhouse Safeguarding training to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

## **8. Addressing prejudice-related incidents**

8.1. CHI 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.

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

8.3. If incidents continue to occur, CHI will address them immediately and report them to the LA.

## **9. Appeal process**

9.1. Staff members retain the right to appeal against a decision on the acceptability of their appearance e.g. dress code, using the school's grievance procedure.

9.2. The school will adhere to the [Complaints Procedures Policy](#) when following the grievance procedure.

## **10. Curriculum**

10.1. All pupils will be entitled to access a broad and balanced curriculum and to teaching and learning opportunities which meet their needs, including extra support where this has been identified as a statutory need.

10.2. When planning the curriculum, CHI will take every opportunity to promote and advance equality.

10.3. When teaching the curriculum, CHI will promote equality and will not subject individuals to discrimination.

10.4. CHI will develop an appropriate curriculum for all pupils in all vulnerable groups.

10.5. CHI will ensure PSHE lessons are designed for pupils to develop their knowledge of the world and the importance of equality.

## **11. Monitoring and review**

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

11.2. 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

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