

WELWYN ST MARY'S CofE PRIMARY SCHOOL

EQUALITY SCHEME STATEMENT

This document discharges the school's legal obligation to publish by 6 April 2012, Initial Information and Objectives relating the specific duty and in compliance with Equality Act 2010.

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED), replacing the separate duties on race, disability and gender. This is sometimes referred to as the general duty. It extended schools' equality duties to all protected characteristics: Race; Disability; Sex; Religion or belief; Age¹; Marriage and Civil Partnership¹; Sexual orientation^{1, 2}; Pregnancy and maternity^{1, 2}; Gender reassignment^{1, 2} and requires public bodies (including schools) in carrying out their functions, **to have due regards to the need to:**

- **Eliminate unlawful discrimination, harassment and victimisation** and other conduct prohibited by the Act.
- **Advance equality of opportunity** between people who share a protected characteristic and those who do not.
- **Foster good relations** between people who share a protected characteristic and those who do not.

The Act also introduced specific duties which require schools to:

- **Publish annually** information to demonstrate compliance with the Equality Act 2010
- **Set every four years** one or more specific measurable equality objectives that further aims of the equality duty.

St Mary's implemented its Equality Scheme in 2008 and is now reviewing it in the light of changes required by the Act. However, much will not change and is a relevant today as it was then. As part of our Vision and Values we declared:

"... we are committed to providing the best educational experiences for our pupils and to the pursuit of excellence in all aspects of our life and work. We aim to provide a secure but challenging environment where all our pupils feel valued and develop a lifelong love of learning. We are committed to supporting the achievement of every person, enabling them to fulfil their potential and develop as learners with self-respect. We realise that certain social divisions and prejudices act as obstacles to achieving that goal. We are therefore committed to challenging any discrimination and being fair to all, irrespective of their nationality, race, class, age, gender, academic status or disability."

"We aim to develop a community of learners where diversity is accepted and valued and to prepare our pupils to be tolerant members of society. We realise that this involves us all -

¹ In the context of a Primary School, the Governors believe that certain protected characteristics refer particularly to staff, rather than to pupils. Nevertheless, in all areas of staff operations, discrimination on these characteristics will not be tolerated and will be confronted and overcome.

² In the context of a Primary School, the Governors believe that certain characteristics are inappropriate for detailed and specific discussion with pupils of primary school age but will nevertheless ensure that no opportunity is afforded for these characteristics to be exploited, criticised or adversely regarded.

children, staff, parents, governors - in examining and possibly changing the way that we think and behave."

Bullying³ of any kind, prejudice or discrimination of any kind will not be tolerated at school. Whether related to any of the protected characteristics or not, whether related to pupils, staff or others connected with the school, whether related to the employment of staff, the education process or social aspects.

In line with our village location, environment and culture, we will actively seek the views and feedback of our stakeholders: pupils, staff, parents/carers, governors, church, local residents and businesses in the formulation, monitoring and improvement of our Equality Scheme.

The scheme is reviewed annually including the Action Plan and Objectives.

A self-assessment carried out this year revealed some opportunities for improvement in gathering evidence and so an action plan has been created (see overleaf). The self-evaluation also revealed that the school has much of which to be very proud:

- ✓ **Policies and procedures in place with evidence of positive equality promotion collected and situations monitored.**
- ✓ **Views of wider stakeholders gathered and considered.**
- ✓ **Governors fully engaged, committed, supportive and participating.**
- ✓ **Monitoring and reporting mechanisms operating.**
- ✓ **Equality and Diversity promoted in Curriculum, Teaching and Learning.**

³ Bullying is verbal or physical abuse or any form of psychological pressure or harassment that is intended to threaten, intimidate or demean another person. Bullying is not an isolated incident but a series of repeated, consistent attacks by an individual or a group.

Actions Proposed following Equality Self-Assessment (22 March 2012)

Action	Responsibility	Completion Date
Expand inclusion statement on all policies to reflect all protected characteristics	Mrs Sivell	20 July 2012 (end of year)
Review all policies to ensure contents are compliant with Equality Scheme	Head (via SLT and all staff)	Ongoing (part of normal review cycle)
Publish Equality statement on School website	Mrs Barber	30 March 2012
Devise Equality survey proforma for use at Open Evening for data capture	Head/Chair/ Vice Chair of Governors	9 July 2012
Open Evening exercise	Vice Chair of Governors	10 July 2012
Include update in staff training on requirements of the Act and what the school will be implementing	Head	Staff Training Days
Add question to school visitor feedback form relating to Equality and Accessibility	Vice Chair of Governors/ Head/Mrs Chappell	30 March 2012 (end of term)
Consider exploring Equality issues and views with School Council	Head	20 July 2012 (end of year)
Raise awareness and understanding of Governors with regard to Equality aspects of monitoring and training on Governors; duties under the Equality Act 2010 and how to fulfil them	Chair of Governors	9 July 2012 (last Governors' meeting of year)
Consider if composition of Governing Body is representative of people with protected characteristics and what additional action is required	Chair of Governors	Academy governance determination (or whenever a governor vacancy arises)