

Welwyn St Mary's Primary School

Believe and Achieve



Equality Policy

This policy will be reviewed every 4 years unless there are changes to legislation

Date last approved by Governors: 12th July 2017

Approved by Governors: 21st November 2018

EQUALITY POLICY

Purpose

This policy is required to ensure that the school complies with equality legislation. The school recognises that it has to make special efforts to ensure that all groups prosper, including: those with special educational needs; who have difficulties in accessing the school's facilities or services; who speak English as an additional language; who have frequent moves and lack stability leading to time out of school (e.g. children in care); who as children are caring for others; who come from homes with low income and/or inadequate home study space; who experience bullying, harassment or social exclusion; with low parental support or different parental expectations; with emotional, mental and physical well-being needs; who exhibit challenging behaviour; who come from minority ethnic groups including travellers, refugees and asylum seekers.

Who was consulted?

The policy was developed through consultation with all sections of the school community, and with representatives of the wider community, in particular: Headteacher, SLT, teaching staff, governors, School and Parent Council

Relationship to other policies

This policy relates to the race, disability and gender equality, health and safety, SEN, curriculum, child protection, recruitment, selection and retention of staff, and pupil discipline policies.

Roles and responsibilities of headteacher, other staff, governors

The **headteacher** will ensure that a school culture and ethos is established, maintained and developed which:

- celebrates diversity/equality and achievement
- promotes high expectations, positive attitudes towards disabled people and those of different ethnic groups/religions
- listens to and involves pupils, parents, carers and staff
- communicates behaviour expectations
- ensures that it welcomes applications for school places and jobs from all sections
- ensures that incidents are reported, analysed, addressed swiftly and effectively, and reported on and that all termly returns to the LA on racial incidents and anti-bullying are accurate and submitted on time.

They will also prepare an Equalities scheme to describe what the school will do to ensure that school policies and practice do not discriminate, directly or indirectly, against adults or pupils in the school; that the school is accessible to all; and that positive role models and a wider perspective will strengthen the school.

The **staff** will actively implement this policy and the equalities plan, and support the monitoring of impact

Parents and carers will be consulted on the policy regularly and be kept informed through the school prospectus and home/school agreement.

Visitors and contractors will be made aware of the policy through relevant signs around the school and clauses in contracts.

The **governing body** will:

- incorporate equality targets into the school plan
- designate a lead governor for equality issues
- use its power to nominate governors to ensure its composition reflects the community it serves
 - encourage parents and staff from all ethnic groups when recruiting to the governing body
- apply the principles of best value without discrimination when purchasing goods and services
- monitor and evaluate the implementation and impact of this policy using the outcomes to inform future plans review the issues arising from termly data returns submitted to the LA and consider any actions or issues arising
 - disseminate the outcomes of evaluation to the whole school community, together with a summary of the action to be taken.

The governing body expects all members of the school community to be committed to this policy, and that visitors will comply with it. It accepts responsibility for ensuring that this policy is implemented in every aspect of school life. If there is a breach of the policy, the school will take appropriate action.

Arrangements for monitoring and evaluation

The governing body will monitor the pattern and frequency of equality related incidents. It will receive reports from the headteacher and staff that enable evaluation of the relevance of provision for dealing with equality related incidents - defined as any incident which is perceived by the victim or any other person to contravene this policy. Serious breaches constitute criminal offences.