



HEADLANDS PRIMARY SCHOOL EQUALITY INFORMATION AND OBJECTIVES

Headlands Primary 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.

This policy has due regard to all relevant legislation and statutory and non-statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- Special Educational Needs and Disability Regulations 2014
- Equality Act 2010
- Public Sector Equality Duty (PSED)
- General Data Protection Regulation (GDPR)
- DfE (2014) 'The Equality Act 2010 and schools'

The Equality Act 2010 provides a modern, single legal framework with three broad duties:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

The school will ensure that those with protected characteristics are not discriminated against and are given equal opportunities. 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

The school will promote equality of opportunity for all staff and job applicants and will work in line with the Equal Opportunities and Dignity at Work Policy. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

The Act makes it unlawful for the Governing 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.

Principles and aims

The school 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.

- We aim to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality and diversity to increase understanding and appreciation for diversity.
- We see all learners and potential learners, and their parents, as of equal value.

- 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.
- We 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.
- We promote disability equality, ensuring equality of opportunity, eliminating unlawful discrimination and disability-related harassment and encouraging participation by people with a disability in public life.
- We promote gender equality by eliminating unlawful discrimination and harassment, and promote the equality of opportunity between men and women, girls and boys.
- We respect the confidentiality of those seeking gender reassignment and will provide a supportive environment within the school.
- We ensure that all staff comply with the appropriate equality legislation and regulations.
- The school's Admissions Policy will not discriminate against any protected characteristic in any way.

We will:

- Ensure staff are aware of their responsibilities, given necessary training and support.
- 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 and with full respect for legal rights relating to pregnancy and maternity.
- 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.
- 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.

Addressing prejudice-related incidents

The school is opposed to all forms of prejudice and will address issues immediately ensuring appropriate action is taken and a resolution is put in place which is fair and firm. Where appropriate, school will inform the Local Authority.

Appeal process

The school will adhere to the Schools Complaints Procedures Policy when following the grievance procedure.

Curriculum

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

Collecting and using information

Any personal data the school collects will be processed in accordance with the Data Protection Policy.

Roles and Responsibilities

- The Governing Body is responsible for ensuring that the school complies with legislation.
- The Head teacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any case of unlawful discrimination.
- All Staff are expected to: promote an inclusive and collaborative ethos in their classroom, deal with any prejudice-related incidents that may occur, plan and deliver an appropriate curriculum.

Equality objectives 2019-2023

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

- Improve the quality of support for pupils in all vulnerable groups in the classroom
- Implement effective strategies to support pupils in all vulnerable groups

In order to meet our objectives, the school has identified the following priorities:

- The school will provide auxiliary aids that are directly related to disabled pupil's educational needs as a reasonable adjustment, so they can integrate wholly in all parts of school life.
- Staff will ensure that all pupils have access to extra-curricular activities and residential visits.
- The school will ensure there is adequate access to the physical environment of the school.
- The school will seek advice and support from relevant professionals and outside agencies.

Monitoring and review

This policy will be reviewed annually to ensure that all procedures are up-to-date and review equality objectives every four years.

Headteacher: Mrs Ruth Ellis

Chair of Governors: Rev. Ron Smith

Date: 07.06.2021