

Equality Statement

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This policy should be read in conjunction with: SEND, Inclusion, complaints, HR policies, anti-bullying, behaviour and exclusion and others – see below for further links.

1. Legal Duties

At Westwoodside Church of England Academy we welcome our duties under the Equality Act 2010. The general duties are to:

- Eliminate discrimination that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not.
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

2. We understand the principals of the act and we work to ensure those with protected characteristics are not discriminated against and are given equality of opportunity

A protected characteristic under the act covers the groups listed below:

Age (for employees)

Disability

Race

Sex (including issues of transgender)

Gender reassignment

Maternity and pregnancy

Breastfeeding

Religion or belief

Sexual orientation

Marriage and civil partnerships (for Employees)

3. In order to meet the general duties we must demonstrate the following:

- Publish equality information to demonstrate compliance with the general duty across our functions
- Prepare and publish equality objectives (in order to do this we collect data related to the protected characteristics and analyse this to determine our foci. The data will be assessed across our core provision as a school and will include the following:
 - Admissions
 - Attendance
 - Attainment and progress
 - Exclusions
 - Prejudice related issues

Our objectives will detail how we ensure equality is applied to the services listed above however where we find evidence that other functions have an impact on any particular group we will include work in this area.

4. We welcome our duty under the Education and Inspection Act 2006 to promote community cohesion. We recognise that these duties reflect international human rights 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. In fulfilling our legal obligations, we will:
 - Recognise and respect diversity
 - Foster positive attitudes and relationships and a shared sense of belonging
 - Observe good equalities practice, including staff recruitment, retention and development
 - Aim to reduce and remove existing inequalities and barriers
 - Consult and involve widely
 - Strive to ensure a benefit in wider society

5. Prejudice related incidents

We are opposed to all forms of prejudice and recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both children and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incident occur, we address and challenge these immediately. (Please also refer to our anti-bullying policy)

6. Responsibilities

Governing Body

Involve and engage the whole school community in identifying and understanding equality barriers and setting objectives to address these. Monitoring progress towards achieving equality objectives. Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all. When policy is set consider implications before and review on a continuing basis. 3 questions should be asked when policy or practice changes are considered;

- What will the impact of this action be on pupils and others with protected characteristics?
- Could this action restul in discrimination, harassment or victimisation?
- Will the overall impact be positive or negative?

Head Teacher

Promote key messages to staff, parents and children about equality and what is expected of them and what can be expected of the school. Ensure that the community receive appropriate training to meet the needs of delivering equality. Promote pupil awareness of equality related issues, Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.

Senior Leadership Team

Support the head teacher in ensuring fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents. The SLT should consider the questions as listed above.

Teaching Staff

Help in delivering the right outcomes for children. Uphold the commitment made to children, parents and carers in relation to how they can expect to be treated. Design and deliver an inclusive curriculum. Ensure that you are aware of your responsibility to record and report prejudice related incidents.

Non-Teaching staff

Support the school in delivering a fair and equitable service to all stakeholders. Uphold the commitment made in relation to how pupils, parents and carers can expect to be treated. Support colleagues in the school community. Ensure that you are aware of your responsibility to record and report prejudice related incidents.

Parents

Take an active part in identifying barriers for the school community and informing the school of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment five to tackle inequality and achieving equality of opportunity for all.

Children

Support the school to achieve the commitment made to tackle inequality. Uphold the commitment in relation to how children, parents and carers, staff and the wider school community can be expected to be treated.

Local community

Members take an active part in identifying barriers for the school community and informing the school of actions they can take to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.

7. Relevant policies include: Inclusion, SEND, Disability equality, medical needs, Child protection and safeguarding, educational visits, physical intervention, anti-bullying, behaviour and exclusions, home-school agreement, allegations of abuse against staff, recruitment and selection, capability, grievance, staff code of conduct, disciplinary policy, performance management and appraisal, professional development policy, whistle blowing, retirement, eSafeguarding .
8. We work with a wider range of agencies and partners to promote awareness about issues associated with particularly protected characteristics
 - Autistic spectrum Education Team (ASET)
 - School nurses
 - Educational Psychologists
 - EMTAS
 - Speech and Language Therapists
 - Local police
 - Diocese
 - Local community representatives
 - Parents (Parent council)



Westwoodside

Church of England Primary Academy Trust



9. We promote equality through:

- Through the curriculum which promotes friendship, tolerance and respect for others
- Behaviour and anti-bullying policies and PSHE curriculum
- Collective worship plans
- Involvement with local communities
- Global links with Kenya and other links throughout the curriculum.

10. Breaches of this policy

Breaches to this statement will be dealt with in the same way that other breaches to other school policies are dealt with, as determined by the head teacher using other academy policies and guidance. Any complaints should be raised with the Head Teacher following the complaints policy.

11. Monitoring and review

Every three years we will review our objectives in relation to any changes in our school. Our objectives will link with the whole school development plan.