

WOODS LOKE PRIMARY SCHOOL



Equality Statement

Date Written: July 2019

Date of Review: July 2021

Headteacher.....

Date.....

Chair of Governors.....

Date.....

Introduction

Statement and Principles

The statement outlines the commitment of the staff and Governors to promote equality. This involves tackling the barriers which could lead to unequal outcomes so that there is equality of access and the diversity within the school community is celebrated and valued.

We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth. At Woods Loke Primary School, equality is a key principle for treating all people the same irrespective of their gender, ethnicity, disability, religious beliefs/fait tradition, sexual orientation, age or any other of the protected characteristics (Equalities Act 2010). This also extends to students affected by home circumstances, eg. Young Carers.

This statement has been drawn up as a result of consultation with all staff, students, parents, stakeholders and Governors and has been shared with the whole school community.

Monitoring and Review

The Headteacher and Governors are responsible for coordinating the monitoring and evaluation.

They will be responsible for:-

- Providing updates on equalities legislation and the schools responsibilities in this regard
- Supporting positively the evaluation activities that monitor the impact and success of the statement on students from different groups, eg SEND, Children in Care, Minority Ethnic including Traveller and EAL students and Free School Meals, in the following recommended areas:
 - Students' progress and attainment
 - Learning and teaching
 - Behaviour discipline and exclusions
 - Attendance
 - Admissions
 - Incidents of prejudice related to bullying and all forms of bullying
 - Parental involvement
 - Participation in extra-curricular and extended school activities
 - Staff recruitment and retention
 - Visits and visitors

Statement Commitments

Curriculum

We aim to provide all our students with the opportunity to succeed. To achieve this, we will ensure that:

- Curriculum planning reflects a commitment to equality
- The curriculum prepares students for life in a diverse society and uses opportunities to reflect the background and experience of students and families in the school
- There will be opportunities in the curriculum to explore concepts and issues related to identity and equality
- The promotion of attitudes and values that celebrate and respect diversity and challenge discriminatory behaviour and language where it occurs
- The use of images and materials which positively reflect a range of cultures, identities and lifestyles

Achievement

There is a consistently high expectation of all students regardless of age, gender, ethnicity, ability, social background and sexual orientation. To secure the best possible outcomes we recognise that:

- Adults in the school will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity
- It is important to identify the particular needs of individuals and groups within the school and to use targeted interventions to narrow gaps in achievement
- A range of teaching methods is used throughout the school to ensure that effective learning takes place at all states for all students
- All students are actively encouraged to engage fully in their own learning
- Parents/carers are actively encouraged to be involved in their child's learning

Ethos and Culture of the School

- At Woods Loke Primary School, we are aware that those involved in leadership are instrumental in demonstrating mutual respect between all members of the school community
- We strive to achieve a feeling openness and tolerance which welcomes everyone to the school
- The students are encouraged to greet visitors to the school with friendliness and respect
- The displays around the school reflect diversity across all aspects of equality and is frequently monitored
- Reasonable adjustments will be made to ensure access for students, staff and visitors (including parents) with disabilities, this not only includes physical access, but takes account wider access to school information and activities)

- Provision is made to cater for the cultural, moral and spiritual needs of all children through planning of assemblies, classroom based and off-site activities
- Students' views are actively encouraged and respected. Students are given an effective voice for example, through the Junior Leadership Team, the School Council, student perception surveys as well as regular opportunities to engage with students about their learning and life of the school

Staff Recruitment and Professional Development

- All posts are advertised formally and open to the widest pool of applicants
- All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination to ensure equality of opportunity
- Steps are taken to encourage people from under-represented groups to apply for positions at all levels of the school
- Access to opportunities for professional development is monitored on equality grounds
- Equalities statement and practice is covered in all staff inductions
- All supply staff and contractors are made aware of the equalities statement and practice. A notice informing all contractors is issued at point of engagement – Business Manager
- Employment policy and procedures are reviewed regularly to check conformity with legislation and the impact of policies are kept under regular review – Office Manager

Countering and Challenging Harassment/Bullying

- The school counters and challenges all types of discriminatory behaviour and this is made clear to staff, students, parents and Governors
- The school has a clear, agreed procedure for dealing with prejudice related bullying incidents and has a nominated member of staff responsible for recording and monitoring incidents – Pastoral and Behaviour Lead
- The school reports to the relevant authorities on an annual basis the number of prejudice related incidents recorded in the school. Records of such incidents are kept in the School Offices

Partnerships with Parents/Carers and the Wider Community

Woods Loke Primary School aims to work in partnership with parents/carers. We:

- Take action to ensure all parents/carers are encouraged to participate in the life of the school
- Maintain good channels of communication eg through parent forums and surveys, to ensure parents' views are captured to inform practice
- Encourage members of the local community to join in school activities and celebrations

- Ensure that the parents/carers of newly arrived students eg. EAL, Gypsy Roma and Traveller families or students with disabilities are made to feel welcome

Responsibility for Equality Statement

In our school, all members of the school community have a responsibility for promoting equalities

The Governors have responsibility for ensuring that:

- The school complies with all equalities legislation relevant to the school community
- The school's equality statement is maintained and updated regularly; and that equality schemes are easily identifiable – School Improvement Plan/Accessibility Plan
- The actions, procedures and strategies related to the statement are implemented
- The designated Governor will have an overview, on behalf of the Governors, on all prejudice related incidents or incidents which are a breach of this statement and ensure that appropriate action is taken in relation to these incidents

The Headteacher and Senior Leadership Team has responsibility for:

- In partnership with the Governors, providing leadership and vision in respect of equality
- Overseeing the implementation of the equality statement and schemes
- Co-ordinating the activities related to equality and evaluating impact
- Ensuring that all who enter the school are aware of, and comply with, the equalities statement
- Ensuring that all staff are aware of their responsibilities and are given relevant training and support
- Taking appropriate action in response to any prejudice-related incidents

All school staff have responsibility for:

- The implementation of the school's equalities statement and schemes
- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping
- Ensuring they do not discriminate on grounds of ethnicity and culture, disability, sexual orientation or other groups vulnerable to discrimination
- Keeping up to date with equalities legislation

Measuring the Impact of Equality in School – Objectives

The following objectives were chosen after consultation with all Governors, Staff and Pupils.

| Objectives | Measured By |
|---|--|
| Undertake an analysis of recruitment data and trends with regard to race, gender and disability by July, and report on this to the staffing and pay committee of the governing body | Recruitment analysis report |
| Students with SEN and physical/mental ill health are integrated as part of the school community | Case studies for vulnerable students |
| To raise the attainment of lower prior attaining boys | Analysis of data from Progress Trackers for lower prior attaining boys |
| All pupils have access to extra-curricular school trips irrespective of parents ability to pay | Analysis of school contribution towards school trips for students that are pupil premium or are from a low income family |