



Barnsbury Primary School

Single Equality Policy

Status	Statutory
Policy Originator	SBM
Review Period	Annually
Approved (Next Review Date)	Dec 2014 (Dec 2015)

Statement of Policy

Our School is committed to the equal treatment of all pupils and staff and its policy is to work towards eliminating disadvantages for all pupils and staff. We believe that this policy needs to be a living document which results in review and positive action.

The school strives to live the **Values** based curriculum programme which it delivers. This encompasses all aspects of teaching and learning in school but particularly focuses on PSHCE, Citizenship, R.E. and through development of “living and learning” skills. In the subject area of Information and Communication Technology the following values are particularly relevant: responsibility, understanding, co-operation, care and quality. We aim for our values to show through everything that is said and done in school by all members of our school community.

Background

The Equality Act 2010 introduced a single Public Sector Equality Duty which applies to all public sector bodies including schools. This Act provides a single, consolidated source of discrimination law and replaces all existing equality legislation.

The Act also provides some changes and requires all public bodies to have a ‘duty to promote equality’ and to have ‘due regard’ for the need to;

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relationships across all groups: between those who share a protected characteristic and those who do not

‘Protected groups’ refers to

- Race
- Disability
- Gender
- Gender reassignment
- Age (as regards employees)
- Religion or belief
- Sexual orientation
- Pregnancy and maternity (including pupils)

At Barnsbury Primary School we consider that it is our duty to take all of these groups into account.

Specific duties under Public Sector Equality Duty (PSED)

- Publish information to show how the school is complying with PSED.
- Publish evidence of the equality analysis undertaken

- Publish details of engagement undertaken with interest groups
- Prepare and publish equality objectives

Values

At Barnsbury we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help them to maximise their potential.

The school embraces the **Values Education** which it delivers. This encompasses all interactions in school, between pupils and staff, amongst staff and amongst pupils. We aim for our Values to show through everything that is said and done in school.

Philosophy

- We recognise, respect and welcome diversity and celebrate the wide range of cultures within our school
- We foster positive attitudes and relationships and a shared sense of cohesion and belonging
- All members of our community are of equal value
- Admission to our community is non-discriminatory
- We aim to reduce and remove inequalities that currently exist
- We consult widely, both within our community and outside of it
- We are part of a wider community and that community should benefit too

Action plan

The School Development Plan is reviewed, revised and updated each year. In order to satisfy our legal obligation to comply with the PSED we will publish at least one equality objective, reviewed and updated annually.

The philosophy and values listed above will be applied specifically as follows:

- Learners' progress, attainment and assessment
- Learners' personal development, welfare and well-being
- Teaching styles and strategies
- Admissions and attendance
- Staff recruitment, retention and professional development
- Care, guidance and support
- Behaviour, discipline and exclusions
- Working in partnership with parents, carers and guardians
- Working with the wider community
- Accessibility to our site and curriculum

Addressing prejudiced related bullying and harassment

This is specifically addressed via the school's Fairness and Dignity at Work and Whistleblowing Policies (aimed at employees) and Positive Behaviour Policy (aimed at pupils). These policies are available on the school website and copies of our Racial Harassment in Schools guide are available on request or should the need arise. Racial incidents are dealt with as they occur in accordance with the school's guidance and logged and then reported to Surrey County Council annually in compliance with our statutory duty. Bullying incidents are logged and serious incidents resulting in exclusions are reported to school Governors.

Issues relating to prejudice, diversity and bullying are addressed within the Personal and Social Education curriculum and via the school's Values system.

Roles and responsibilities

The Governing Body is responsible for:

- ensuring that the school complies with legislation and that this policy and its related procedures and strategies are implemented
- appointing a member of the Governing Body to have a watching brief regarding the implementation of this policy
- ratifying at least one equality objective each year

The Headteacher is responsible for:

- implementing the policy
- ensuring that we publish at least one equality objective which forms part of the School Development Plan and that it is reviewed and updated annually
- ensuring all staff are aware of the values and ethos of the school and their responsibilities and are given appropriate training and support
- taking appropriate action in any cases of unlawful discrimination

The School Business Manager is responsible for:

- reviewing this policy on an 3 yearly basis
- ensuring that this policy is available to staff, carers and governors on the school website
- ensuring that the annual equality objective is published on the school website each year

All staff are responsible for:

- promoting an inclusive and collaborative ethos within school
- dealing with any prejudice or bullying that occurs in line with school policies
- identifying and challenging bias and stereotyping in the curriculum and associated resources
- supporting pupils and carers within school for whom English is an additional language
- keep up to date with the law and include training and learning opportunities as part of their continuous professional development

Staff development and training

We ensure that all members of staff receive planned and appropriate training and access to opportunities for continuous professional development both as individuals and as groups or teams. We aim to respond rapidly and appropriately to specific needs as they change and develop.

Monitoring and evaluation

- We collect, study and use quantitative and qualitative data relating to the implementation of this policy and make adjustments as necessary (see Appendix)
- We specifically collect, analyse and use data in relation to pupil achievement broken down as appropriate according to disabilities and special educational needs, ethnicity, culture, language, religious affiliation, national origin and national status, gender and any other protected group in compliance with our Data and Child Protection policies.
- We frequently review good practice and we make use of a range of auditing schedules and examples of good practice.
- School objectives, reports and policies that relate to our Public Sector Equality Duty are published on the school's website

Appendix

Published documents

Document	Available to	Available where
RAISE On-line data	SLT/Governors	RAISE Online website
Single Equalities Policy	All	School website
Positive behaviour and Anti Bullying Policy	All	School website
Racial Harassment in Schools leaflet	All	Reception
Racial Incident Record	Staff/ Governors	Logbook/annual HT report
Bullying incident log	Staff/ Governors	Logbook/ annual HT report
Single Equalities Annual Objective	All	School website
Child Protection Policy	All	School website
Fairness and Dignity at Work Policy	Staff	Surrey County Council website or on request from SBM
Accessibility Plan	All	SDP/ available from school reception.
Curriculum information	All	School website
Recruitment and CPD policies	SLT/ Governors	Available from SBM
Use of Pupil Premium	All	School website
Self Evaluation Form	SLT/Governors	School website (restricted access)
School Prospectus	All	School website/ reception
Assemblies	Staff/ pupils	Assembly programme
Values	All	School website
Exclusion data	SLT/ Governors	HT report/ returns to Surrey County Council
Data Protection	All	Available from school reception.