

West Twyford Primary School

Single Equality Policy



Policy agreed date:	Autumn 2021
Policy review date:	Autumn 2025
Approved by:	Teaching and Learning Committee

Single Equality Policy

West Twyford Equality Statement

At West Twyford Primary School we are fully committed to ensuring equality of education for all pupils. We promote diversity through our vision, ethos and values. We work to support all stakeholders to actively contribute to this and ensure that all members of the school community have access to services from the school irrespective of any characteristics such as: race, gender, disability, faith, religion or socio-economic background. We aim to have a culture of inclusion and diversity in which all stakeholders feel accepted, proud of their identity and are able to fully participate in school life.

West Twyford Primary School Single Equality Policy is drawn up in line with the 2010 Single Equality Act and the Equality Act 2010 (Specific Duties) Regulations 2011. The contents outline the policies and procedures which are in place in this school in order to ensure compliance with the Act along with further information on the evidence that will be made public.

2010 Single Equality Act:

We welcome the overriding principle of this act as one of equal treatment for all peoples, regardless of race, sex, age or disability.

The 2010 Single Equality Act replaces and supersedes all existing equality legislation including the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. It provides a single, consolidated source of discrimination law.

The purpose of implementing the single equality act is:

- To articulate the school's commitment to equality which permeates all school policies and practices
- To ensure that everyone who belongs to, or comes into contact with, our school community is valued and respected
- To promote equality of opportunity and eliminate unlawful discrimination, harassment or victimisation
- To comply with statutory duties under equalities legislation in one document

The PSED (Public Sector Equality Duty) extends schools' equality duties to all protected characteristics

- Race
- Disability
- Sex
- Age
- Religion or belief
- Sexual orientation
- Pregnancy and maternity
- Gender reassignment

The law requires us as a school to carry out the following specific duties:

- 1) Publicise equality information to demonstrate compliance with the Equalities

- Act.
- 2) Prepare and publish equality objectives which are reviewed annually

In order to do this effectively we will collect school data related to protected characteristics and analyse these in order to focus and assess our objectives. We will also, where appropriate and feasible, use data related to our local community context. As a school we will pay particular attention to:

- Admissions
- Attendance
- Standards
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above. This list is not exhaustive and we will undertake actions to ensure equality when an issue is identified.

We also recognise that equality is central to our successful promotion of fundamental British values, especially in relation to the values of respect and tolerance and the rule of law. We will ensure that our curriculum supports these objectives and helps to prepare children for life in modern Britain. We will work proactively to address all forms of prejudice and discrimination.

We promote these values through our focus on pupils' development of spiritual, moral, social and cultural development (SMSC)

In fulfilling our legal obligations we will:

- Recognise, respect and promote diversity
- Foster positive attitudes and relationships and sense of community
- Observe good equality practice
- Take action to reduce and remove existing inequalities and barriers
- Consult and involve all stakeholders

Our school vision:

'Our vision is to develop happy, inquisitive and resilient life-long learners who strive for excellence in all they do; learners who are respectful, polite and kind, and who take pride in belonging to our school and the wider community'

This is our vision for all children and we will ensure that our practice supports all children to achieve this.

Stakeholder Responsibilities

Stakeholder	Responsibilities
Governing Body	Ensure that this policy (including its related procedures

	and action plan) is implemented. Review aspects of the school's equalities provision, in relation to key areas such as: standards, curriculum, admissions, exclusions and the school environment
Headteacher	<p>Implementation of Equalities policy. Ensure the commitment of the school to preparing the pupils of West Twyford for life in a diverse society. Ensure that all staff are aware of responsibilities and have appropriate training and support. Ensure that record keeping and reporting is maintained effectively.</p> <p>Ensure that the school curriculum promotes respect for other cultures, religions and nationalities and will ensure that all classroom resources and materials reflect the diverse nature of the school community and have respect for the sensitivities of all members of the class.</p> <p>Report termly to governors on implementation of the policy any incidents breaching it.</p>
Senior Leadership Team	<p>To support the Headteacher in ensuring the above. Ensure fair treatment and access to services and opportunities.</p> <p>Ensure that all staff are aware of their responsibility to record accurately and promptly, and respond appropriately to any prejudice related incidents</p>
Teaching staff (including all staff who work with children)	<p>Promote and inclusive and collaborative ethos and practice in their classroom. Challenge prejudice and discrimination. Deal fairly and professionally with any prejudice related incidents that occur. Plan lessons in line with the school's curriculum reflecting the school's equality principles. know how to deal with incidents of concern, and how to identify and challenge bias and stereotyping</p> <p>Maintain the highest expectations of success for all pupils irrespective of difference.</p> <p>Support different groups of pupils to achieve through differentiated planning and teaching and through targeted intervention.</p>
Non-teaching staff	<p>Ensure that practice is in line with the school's equalities commitment.</p> <p>Ensure that all stakeholders are treated equally in all interactions with school</p>
Pupils	<p>Be made aware of any relevant part of the scheme, appropriate to age and ability and be expected to act in accordance with any relevant part of the scheme.</p> <p>Experience a curriculum and environment which is respectful of diversity and difference and prepares them for life in a diverse society.</p> <p>understand the importance of reporting prejudice-based bullying / incidents</p>

Parents/ carers and all visitors to school	All visitors to school are expected to support our commitment to equalities and comply with the duties set out in this policy.
--	--

West Twyford will ensure that the whole community is aware of the single equality policy and that, once approved by the governing body, this is published on the school website.

Equal Opportunities for staff

- We are committed to the implementation of equal opportunities for all members of the school community including our staff.
- All staff appointments are made on the basis of merit and suitability for the role. We are concerned to ensure, where possible, that the staffing of the school represents the diversity of our community
- Discrimination and harassment has no place at West Twyford and we aim to ensure this is eliminated from our practice and that we actively promote equality across all groups of our workforce.

Monitoring and review:

The Governing Body is responsible for monitoring the Single Equality Policy and for ensuring its effectiveness in the daily life of the school community.

The monitoring process will include:

- Reviewing school appointments to ensure the policy has been fairly applied
- Requiring the Headteacher to present a termly report to the Governors on any incidents covered by the Policy
- Monitoring the progress of pupils of identified groups
- Taking into serious consideration any complaints regarding equal opportunities from parents/carers, staff or pupils and the wider school community
- Monitoring school policies to ensure that they are fairly applied to all staff, pupils and the wider school community.
- When necessary, the Governing Body will initiate an investigation into any reported incidents and will inform the LA of any concerns raised.
- All such actions of the Governing Body will be recorded appropriately.

Associated policies available to view from office upon written request:

- Anti-Bullying
- Behaviour Policy
- SEND
- Sex and Relationships
- Accessibility Plan
- Complaints Policy
- Home School Agreement

Complaints

Complaints related to this policy can be made by contacting the school office, either in person or in writing (email is acceptable). Any complaints will be dealt with in line with our complaints policy.

Appendix 1

West Twyford Primary School Equality Aims:

- **We do not discriminate against anyone be they staff, parent or pupil on the grounds of their disability, gender, race, religion / belief or sexual orientation**
- **We advance equality between persons who share the characteristics listed above**
- **We foster strong relations between all people**
- **We promote the principles of fairness and justice for all through the full range of educational opportunities provided by the school**
- **We ensure that all pupils have equal access to the full range of educational opportunities provided by the school**
- **We strive to remove any forms of indirect discrimination, perceptions of discrimination and discrimination by association that may form barriers to learning or staff development**
- **We ensure that all recruitment, employment, promotion and training systems are fir to all and provide opportunities for everyone to succeed**
- **We challenge stereotyping and prejudicing whenever it occurs**
- **We celebrate the cultural diversity of our community and show respect for all minority groups**

Appendix 2

West Twyford Primary School Equality Action Plan

Objective	Action and Resource Implications	Person Responsible	Success Criteria	Monitoring	Timescale
All staff and governors aware of the Public Sector Equality Duty and their responsibilities within it	Policy and action plan reviewed by governors Policy shared with all staff	HT, FGB	FGB minutes show approval All staff understand their role in supporting the policy High expectations of all pupils evident	FGB minutes	January 2022
Curriculum that actively addresses diversity and promotes learning of a wide range	New curriculum units written to address diversity and inclusion issues.	AHT (curriculum lead)	Units show appreciation of diversity and a focus on representing and introducing this through a diverse range of topics	Review of curriculum units Ongoing monitoring of teaching, learning and work.	July 2022
Effective assessment data collection and analysis to ensure that all groups of children are making good progress towards and attaining at national standards	Termly data collection and analysis Termly pupil progress meetings	HT	Clear and effective data collection procedures Termly analysis of attainment data, including of specific identified groups HT report to governors	Pupil progress meeting proformas	July 2022
Effective monitoring of attendance data to ensure that any issues of attendance for identified groups is addressed	Regular meetings between SBM, officer manager and HT Liaison with EWO	SBM	Monthly meeting to review PA Termly analysis of attendance data using identified groups HT report to Governors PA list kept up-to-date and actions recorded and reviewed	PA list HT report	July 2022
Equal access to school initiatives, clubs, sporting competitions etc	Fair access to events and initiatives Actions to promote/ enable access for identified groups	DHT	Financial support for PPG children where appropriate	Review of lists of participants	Ongoing
Promotion of diversity	School building (displays) and	SLT and all	School displays and website	School environment	Ongoing

across the school	website represents the diversity of our community Opportunities to represent diversity	staff	represent a diverse range of people. Opportunities for diversity taken Black History week celebrations	monitoring	
IEPs in place for all children with identified SEND.	Time allocated for teachers to complete termly IEPs IEPS shared with parents prior to parents' evening	SENDCO	IEPS in place for all children on SEND register IEPS monitored by SENDCO IEPS communicated to parents/ carers. IEP targets reviewed termly Allocated staff meeting time for IEPs termly (strategic calendar)	IEPS held centrally IEPS reviewed by SENDCO	September 2021
Share expertise on how to improve provision for SEND	Regular updates for staff on SEND	SENDCO	Regular staff meetings to update and inform staff re SEND/ neurodiversity issues Training opportunities for SENDCO and other key staff	Strategic calendar overview	Ongoing
Identify, respond to and report racist, religious, homophobic, transphobic, sexist (or other prejudicial) incidents	Record keeping is prompt, clear and up-to-date Record keeping is held centrally	All staff	Clear recording procedures (CPOMs, SLT behaviour record) Noted effective actions taken by school staff Racist incidents reported to governors	HT report	Ongoing

Reviewed and Adopted by Governors: Autumn 2021