



Begbrook
Primary Academy

Equalities Policy

March 2017

1. Introduction

2. Purpose of the Policy

- Curriculum, Teaching and Assessment
- Admissions, behaviour and exclusions

3. Equal Opportunities for Staff

4. Equality and the law

4a. Race Equality

4b. Disability

4c. Gender Equality

4d. Sexual Orientation

4e. Community cohesion

5. Consultation and involvement

6. Roles and Responsibilities

- The role of councillors
- The role of the Principal
- The role of all staff: teaching and non-teaching
- The role of the children in the school
- The role of the visitors to the school

7. Tackling discrimination

- What is a discriminatory incident?
- Types of discriminatory incident
- Responding to and reporting incidents

8. Public Sector Equality Duty

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

9. Equality Objectives 2015-2016

10. Review of progress and impact

11. Publishing the Policy

12. Equalities Action Plan

1. Introduction

Begbrook Primary Academy is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth. We are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith, religion, beliefs or socio-economic background. We aim to develop a culture of inclusion in which all those connected to the school are able to participate fully in school life.

We believe that the Equality Act provides a framework to support our commitment to promoting equality, tackling discrimination and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups. The achievement of pupils will be monitored by race, gender and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. At Begbrook Primary Academy we believe that equality is a principle which should be respected and celebrated by all those who learn, teach and visit here.

Our approach to equality is based on the following 7 key principles:

1. All learners are of equal value. Whether or not they are disabled, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.

2. We recognise and respect difference and understand that equality is a strength. We take account of differences and strive to remove barriers and disadvantages which people may face, in relation to disability, ethnicity, gender, religion, belief or faith and sexual orientation.

3. We foster positive attitudes and relationships. We actively promote positive attitudes and mutual respect between groups and communities different from each other.

4. We foster a shared sense of cohesion and belonging. We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life.

5. We observe good equalities practice for our staff. We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development

6. We have the highest expectations of all our children. We expect that all pupils can make good progress and achieve to their highest potential

7. We work to raise standards for all pupils, but especially for the most vulnerable.

We believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school.

2. Purpose of the Policy

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). This means that schools cannot discriminate against pupils or staff, it cannot treat them less favourably because of their sex (gender), race, disability, religion or belief, gender reassignment or sexual orientation.

Age, marriage and civil partnership, pregnancy and maternity are also “protected characteristics” and are part of the school provisions related to staff but not to pupils. The Act requires all public organisations, including schools to comply with the Public Sector Equality Duty and two specific duties.

The Public Sector Equality Duty or “general duty” requires all public organisations, including schools to:

1. Eliminate unlawful discrimination, harassment and victimisation
2. Advance equality of opportunity between different groups
3. Foster good relations between different groups

Two “specific duties” require all public organisations, including schools to:

1. Publish information to show compliance with the Equality Duty
2. Publish Equality objectives at least every 4 years which are specific and measurable

This policy describes how the school is meeting these statutory duties and is in line with national guidance. It includes information about how the school is complying with the Public Sector Equality Duty and also provides guidance to staff and outside visitors about our approach to promoting equality.

As well as the specific actions set out in the Action Plan, the school operates equality of opportunity in its day to day practice in the following ways: Curriculum, Teaching and Assessment.

The diversity of our society is addressed through our schemes of work that reflect the programmes of study of the National Curriculum. Teachers are flexible in their planning and offer appropriate challenges to all pupils, regardless of ethnicity, sex, religion or disability.

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, teaching and learning will:

- Ensure equality of access for all pupils and prepare them for life in society;
- Use materials that reflect the diversity of the school, population and local community in terms of race, gender and disability;
- Promote attitudes and values that will challenge racist and other discriminatory behaviour or
or
- prejudice;
- Provide opportunities for pupils to appreciate a range of cultures
- Seek to involve all parents in supporting their child's education;
- Take account of the performance of all pupils when planning for future learning and setting
targets;
- Make best use of all available resources to support the learning of all
- Use contextual data to improve the ways in which we provide support to individuals and
groups
- of pupils;

- Monitor achievement data by ethnicity, gender and disability and action any gaps;
- Encourage classroom and staffroom discussion of equality issues which reflect on social stereotypes, expectations and the impact on learning;

Admissions, behaviour and exclusions

Our admissions arrangements are fair and transparent, and do not discriminate on race, gender, disability or socio-economic factors. All admissions to the school are managed through Bristol City Council School Admissions Department.

The school Behaviour Policy takes full account of the duties under the Equality Act and ensures that a consistent approach to behaviour management is applied across the school regardless of children's race, gender, disability or socio-economic background.

Exclusions will always be based on the school's Behaviour Policy. We will closely monitor exclusions to avoid any potential adverse impact and ensure any discrepancies are identified and dealt with.

The school is committed to ensuring that all processes are applied fairly.

3. Equal Opportunities for Staff

This section deals with aspects of equal opportunities relating to staff at Begbrook Primary Academy. We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We welcome applications from underrepresented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion.

As an employer we strive to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce. We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice.

We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams. Equality aspects such as gender, race, disability, sexual orientation, marital or civil partnership status, pregnancy and maternity, gender re-assignment and faith or religion are considered when appointing staff and particularly when allocating Teaching and Learning Responsibilities (TLR) or re-evaluating staff structures, to ensure decisions are free of discrimination.

Actions to ensure this commitment is met include:

- Monitoring recruitment and retention;
- Continued professional development opportunities for all staff;
- Senior Leadership Team support to ensure equality of opportunity for all.

4. Equality and the law

There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations (Amendment) Act (2000), Disability Equality Duty (2005) and Equality Act (2006), and Equality Act 2010

The action plan at the end of this Equality Policy outlines the actions Begbrook Primary Academy will take to meet the general duties detailed below.

The principles which underpin our action in each of the following areas will be:

- Analysis: collect, analyse and publish information to track our progress towards meeting objectives
- Measurement: Agree appropriate measures to monitor our progress
- Engagement: work with all stakeholders to implement this policy and keep them informed

4a. Race Equality

This section of the plan reflects the general and specific duties of schools as detailed in The Race Relations Act 1976 and as amended by The Race Relations (Amendment) Act 2000.

The General Race Equality Duty requires us to have due regard to the need to:

- Eliminate racial discrimination;
- Promote equality of opportunity;
- Promote good relations between people of different racial groups.

Under our specific duty we will:

- Prepare an Equality Plan which includes our written policy for race equality;
- Assess the impact of our policies, including this policy, on pupils, staff and parents by ethnicity including, in particular, the achievement levels of these pupils;
- Monitor the impact our plans and policies have on such pupils, staff and parents towards raising the achievement of minority ethnic groups.

4b. Disability

This section should be read in conjunction with the school's Special Educational Needs and Inclusion Policy and the school's Accessibility Plan.

Definition of disability

The Disability Discrimination Act 2005 (DDA) defines a disabled person as someone who has 'a physical or mental impairment which has a substantial or long-term adverse effect on his or her ability to carry out normal day-to-day activities'.

The DDA 2005 has also extended the definition of disability as follows:

- o People with HIV, multiple sclerosis and cancer (although not all cancers) are deemed disabled before they experience the long-term and substantial adverse effect on their activities;
- o Section 18 has been amended so that individuals with a mental illness no longer have to demonstrate that it is "clinically well-recognised", although the person must still demonstrate a long term and substantial adverse impact on his/her ability to carry out normal day-to-day activities.

Legal duties

The Disability Discrimination Act (DDA) 2005 placed a general duty on schools, requiring them to have due regard for the following when carrying out and delivering services:

- Promoting equality of opportunity between disabled people and other people;
- Eliminating discrimination and harassment of disabled people that is related to their disability;
- Promoting positive attitudes towards disabled people;
- Encouraging participation in public life by disabled people;
- Taking steps to meet disabled people's needs, even if this requires more favourable treatment.

Under our specific duty we will:

- Prepare and publish an Equality Action Plan which covers the requirements for a

- Disability Equality Scheme identifying our disability equality goals and actions to meet them;
- Review and revise this Scheme every three years.

4c. Gender Equality

The Gender Equality Duty 2006 places a general and specific duty on schools to eliminate unlawful discrimination and harassment on the grounds of gender and to promote equality of opportunity between female and male pupils and between women and men and transgender people.

Under our general duty we will actively seek to:

- Eliminate unlawful discrimination and harassment on grounds of sex and gender reassignment;
- Promote equality between men and women.

Under our specific duty we will:

- Prepare and publish an Equality Plan which covers the requirements for a Gender Equality Scheme identifying our gender equality goals and actions to meet them;
- Review and revise this Scheme every three years.

4d. Sexual Orientation

The Equality Act 2006 made provision for regulations to be introduced to extend protection against discrimination on grounds of religion or belief to sexual orientation.

The Equality Act (Sexual Orientation) Regulations 2007 came into force on 30 April 2007, and they make discrimination unlawful in the area of goods, facilities and services on grounds of sexual orientation. For schools this means admissions, benefits and services for pupils and treatment of pupils.

4e. Community cohesion

The Education and Inspections Act 2006 inserted a new section 21(5) to the Education Act 2002, introducing a duty on the academy council bodies of state schools to promote community cohesion.

Community cohesion encompasses promoting good relations between pupils from different races, faiths / beliefs and socio-economic backgrounds. The duty came into force on 1 September 2007.

5. Consultation and involvement

It is a requirement that the development of this Policy and Action Plan have been informed by the input of staff, pupils and parents and carers. We have achieved this by using the following to shape the plan:

- Feedback from the parent questionnaire, and focused discussions with individual parents about their experiences.
- Feedback at academy council body meetings.
- Input from the Equalities Link Councillor and school staff with a responsibility for equalities

6. Roles and Responsibilities

The role of councillors

- The academy council body has set out its commitment to equal opportunities in this plan and it will continue to do all it can to ensure that the school is fully inclusive to pupils, and responsive to their needs based on race, gender and disability.

- The academy council body seeks to ensure that people are not discriminated against when applying for jobs at our school on grounds of race, gender or disability.
- The councillors take all reasonable steps to ensure that the school environment gives access to people with disabilities, and also strive to make school communications as inclusive as possible for parents, carers and pupils.
- The councillors welcome all applications to join the school, whatever a child's socio-economic background, race, gender or disability.
- The academy council body ensures that no child is discriminated against whilst in our school on account of their race, sex or disability.

The role of the Principal

- It is the Principal's role to implement the school's Equality Plan with the support of the academy council body.
- It is the Principal's role to ensure that all staff are aware of the Equality Policy Plan, and that teachers apply these guidelines.
- The Principal ensures that all appointments panels give due regard to this plan, so that no one is discriminated against when it comes to employment or training opportunities.
- The Principal promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people and equal opportunities to participate in all aspects of school life.
- The Principal treats all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, with due seriousness.

The role of all staff: teaching and non-teaching

- All staff will ensure that all pupils are treated fairly, equally and with respect, and will maintain awareness of the school's Equality Policy and Action Plan.
- All staff will strive to provide material that gives positive images based on race, gender and disability, and challenges stereotypical images.
- All staff will challenge any incidents of prejudice, racism or homophobia, and record any serious incidents, drawing them to the attention of the Principal.
- Teachers support the work of support staff and encourage them to intervene in a positive way against any discriminatory incidents.

The role of the children in the school

- To treat each other with respect and not discriminate against children of other races, religions, gender or abilities.
- To inform staff of any incidents of discrimination or bullying and work together to ensure that everyone experiences fairness and inclusion.

The role of the visitors to the school

- All visitors to the school, including parents and carers, are expected to support our commitment to equalities and comply with the duties set out in this policy.

7. Tackling discrimination

Harassment on account of race, gender, disability or sexual orientation is unacceptable and is not tolerated within the school environment.

All staff are expected to deal with any discriminatory incidents that may occur. Racist and homophobic incidents and other incidents of harassment or bullying are dealt with by the member of staff present, escalating to a class teacher /Senior Leader where necessary. The school follows the LA Guidelines in dealing with incidents of racial harassment. All racist incidents are recorded and reported to the Academy council Body by the Principal on a termly basis.

What is a discriminatory incident?

Harassment on grounds of race, gender, disability, sexual orientation or other factors such as socioeconomic status, can take many forms including verbal or physical abuse, name calling, exclusion from groups and games, unwanted looks or comments, jokes and graffiti.

A racist incident is defined by the Stephen Lawrence Inquiry Report (1999) as:
'any incident which is perceived to be racist by the victim or any other person'.

Types of discriminatory incident

Types of discriminatory incidents that can occur are:

- Physical assault against a person or group because of their colour, ethnicity, nationality, disability, sexual orientation or gender;
- Use of derogatory names, insults and jokes;
- Racist, sexist, homophobic or discriminatory graffiti;
- Provocative behaviour such as wearing racist, sexist, homophobic or discriminatory badges or insignia;
- Bringing discriminatory material into school;
- Verbal abuse and threats;
- Incitement of others to discriminate or bully due to victim's race, disability, gender or sexual orientation;
- Discriminatory comments in the course of discussion;
- Attempts to recruit others to discriminatory organisations and groups;
- Ridicule of an individual for difference e.g. food, music, religion, dress etc;
- Refusal to co-operate with other people on grounds of race, gender, disability or sexual orientation.

Responding to and reporting incidents

It should be clear to pupils and staff how they report incidents. All staff, teaching and nonteaching, should view dealing with incidents as vital to the well-being of the whole school.

Any incident of racial harassment is unacceptable in our school. Any adult witnessing an incident or being informed about an incident must follow these agreed procedures:

- stop the incident and comfort the pupil who is the victim;
- challenge the behaviour of the perpetrator and inform the victim what action has been taken;
- if the incident is witnessed by other pupils, tell them why it is wrong;
- report the incident to the head teacher or deputy head teacher and inform him/her of the action taken
- inform the class teacher(s) of both the victim and the perpetrator, then record what happened in the incident book;
- inform both sets of parents, if appropriate.

All incidents will be recorded on CPOMS

8. Public Sector Equality Duty

The Public Sector Equality Duty or “general duty” requires all public organisations, including schools to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

At Begbrook Primary Academy we do the following to comply with these duties:

Eliminate unlawful discrimination, harassment and victimisation

- The school Behaviour Policy is consistently applied across the school regardless of children’s race, gender, disability or socio-economic background.
- We are aware of the Reasonable Adjustment duty for disabled pupils – designed to enhance access and participation to the level of non-disabled pupils and to stop disabled pupils from being placed at a disadvantage.
- The Principal ensures that all appointment panels give due regard to this policy so that no one is discriminated against when it comes to employment, promotion or training opportunities.
- We take seriously the need to consider the equality implications when we develop, adapt and review any policy or procedure and whenever we make significant decisions about the day today life of the school
- We actively promote equality through the curriculum and by creating an environment which champions respect for all.
- Achievement of all students is celebrated in a number of ways, including stickers, merit certificates and awards and celebration assemblies, etc
- Our admissions arrangements are clear and transparent, and we do not discriminate against pupils by treating them less favourably on the grounds of their sex, race, disability, religion or belief, sexual orientation or gender reassignment.
- The school challenges all forms of prejudice and prejudice-based bullying, which stand in the way of fulfilling our commitment to inclusion and equality:
 - ~ prejudices around disability and special educational needs
 - ~ prejudices around race, religion or belief, for example anti-Semitism and Islamophobia, Travellers, migrants, refugees and people seeking asylum
 - ~ prejudices around gender and sexual orientation, including homophobic and transphobic attitudes
- We aim to tackle racial discrimination and promote equality of opportunity and good race relations across all aspects of school life. We do this by:
 - ~ creating an ethos in which pupils and staff feel valued and secure;
 - ~ building self-esteem and confidence in our pupils, so that they can then use these qualities to influence their own relationships with others;
 - ~ having consistent expectations of pupils and their learning;
 - ~ removing or minimising barriers to learning, so that all pupils can achieve;
 - ~ ensuring that our teaching takes into account the learning needs of all pupils through our schemes of work and lesson planning;
 - ~ actively tackling racial discrimination and promoting racial equality
 - ~ making clear to our pupils what constitutes aggressive and racist behaviour;
 - ~ identifying clear procedures for dealing quickly with incidents of racist behaviour;
 - ~ making pupils and staff confident to challenge aggressive and racist behaviour.

Advance equality of opportunity between different groups

- We know the needs of our school population very well and collect and analyse data in order to inform our planning and identify targets to achieve improvements.
- We have procedures, working in partnership with parents and carers, to identify children who have a disability through our pupil admissions meetings.
- Under achievement is address with differentiated work, and where appropriate, with additional input by support staff for within the school and from outside agencies.
- Support is allocated and monitored by the Senior Leadership Team in consultation with class teachers.
- We collect data and monitor progress and outcomes of different groups of pupils and use this data to support school improvement. We take action to close any gaps, for example, for those making slow progress in acquiring age-appropriate literacy and number skills.
- We collect, analyse and inform our practice based on data:
 - ~ on the school population by gender and ethnicity;
 - ~ on the % of pupils identified as having a special educational need and/or disability and by their principal need or disability;
 - ~ by year group – in terms of ethnicity, gender and proficiency in English;
 - ~ on inequalities of outcome and participation, related to ethnicity, gender and disability and proficiency in English
- We also collect, analyse and use data in relation to attendance and exclusions of different groups and this is regularly presented to councillors.
- We use a range of teaching strategies that ensures we meet the needs of all pupils
- We provide extensive support to pupils at risk of underachieving and the impact of this provision is regularly monitored and councillors informed.
- We are alert and proactive about the potentially damaging impact of negative language in matters such as race, gender, disability and sexuality.
- We ensure equality of access for all pupils to a broad and balanced curriculum, removing barriers to participation where necessary.
- We have an Accessibility Plan which designed to increase the extent to which pupils with disability can participate in the curriculum; improve the physical environment and improve the availability of accessible information to disabled pupils.

Foster good relations between different groups

- We prepare our pupils for life in a diverse society and ensure that there are activities across the curriculum that promotes the spiritual, moral, social and cultural development of our pupils.
- We teach about difference and unity and the impact of stereotyping, prejudice and discrimination through PSHE and across the curriculum.
- We promote a whole school ethos and values that challenge prejudice based discriminatory language, attitudes and behaviour.
- We include the contribution of different cultures to world history and that promote positive images of people
- We provide opportunities for pupils to listen to a range of opinions and empathise with different experiences
- We promote positive messages about equality through displays, assemblies, visitors and whole school events.

9. Equality Objectives

Our Equality Objectives are:

1. To ensure that attendance for all groups is at least in line or above national average, particularly the lowest attending group (Pakistani children)
2. To narrow the gap for EAL learners attainment and progress in all subject areas by the end of Key Stage 2.
3. To ensure that progress and attainment for SEN pupils is line with or above national expectations by the end of Key Stage 2
4. To use pupil premium funding effectively to narrow the gap between the progress and attainment of vulnerable groups and all pupils both in school and nationally in all subject areas.

10. Review of progress and impact

Adopted March 2017 Full Academy Council

Review March 2020

11. Publishing the Policy

In order to meet the statutory requirements to publish our Equalities objectives and demonstrate how

we are complying with the three strands of the Public Sector Equality Duty, we will:

- Publish our plan on the school website;
- Raise awareness of the plan through the school newsletter, assemblies, staff meetings and other communications;
- Make sure hard copies are available.
- Summarise our commitment to equalities in the School vision statement on our website