



Amington Heath Primary School
Equality Policy

Adopted: November 2022
Review Due: November 2023

Equality Policy

Introduction

Staff and Governors at Amington Heath Primary School are committed to giving every member of the school community the opportunity to achieve to the highest of standards. This policy and the accompanying action plans set out how the governing body will promote equality of opportunity for all people with or without a protected characteristic.

The Equality Act 2010

The Equality Act 2010, which replaced all previous legislation, sets out our responsibilities for ensuring that no unlawful action is carried out in respect of pupils or staff with nine protected characteristics. Unlawful actions are described as:

- Victimisation
- Harassment
- Direct discrimination
- Indirect discrimination
- Lack of reasonable adjustment

In fulfilling the Equality Duty, the school is required to consider the specific needs of any individual or group with a protected characteristic. This includes ensuring that they are treated fairly, receive equal provision and that appropriate adjustments are made according to their needs.

The Nine Protected Characteristics

The Equality Act 2010 identifies nine protected characteristics that must be considered as part of the Equality Duty. It is our responsibility to ensure that pupils and staff with any of these characteristics are in no way disadvantaged. The protected characteristics are:

- Race
- Disability
- Sex
- Age
- Religion or belief
- Sexual Orientation
- Pregnancy
- Maternity
- Gender Reassignment

The Equality Act protects both those people who have one of the protected characteristics and those associated with someone who has a protected characteristic. This includes parents, siblings, partners and other family members. As such, the equality duty also requires that 'service users' and visitors with protected characteristics are also provided for example students on placements, family members attending school events and prospective parents seeking information about the school.

Roles and Responsibilities

All staff members are expected to be aware of the equality duty and to have due regard for this in their professional duties. Specific roles relating to the implementation of this policy are as follows:

Governing Board

- Publish and review a policy for Equality and monitor its implementation:
- Consider the Equality Duty in the development of other school policies and procedures:
- Evaluate a variety of school data in relation to the Equality Duty:
- Ensure that the equality duty is met in all staff recruitment.

Headteacher

- Establish a school vision and ethos which promotes the principle of equality:
- Develop and implement the Equality Policy in all aspects of school life:
- Ensure staff are aware of their responsibilities under the Equality Duty, including the provision of training and supports:
- Promote the principle of equality within the curriculum:
- Set, publish, monitor and review annual equality objectives:
- Consider the Equality Duty in the development of other school policies and procedures:
- Analyse a variety of school data in relation to the Equality Duty:
- Ensure that the equality duty is met in all staff recruitment.
- Investigate and take appropriate action in any case of unlawful discrimination;
- Report on the implementation of the policy to the governing body

Teaching and Other Staff

- Be aware of their equality duty and consider this in their day-to-day roles;
- Challenge and report any case of unlawful discrimination;
- Provide curriculum activities which actively promote diversity and avoid stereotypes

Other Policies

Whilst the Equality Duty covers all aspects of school life, the following policies and procedures have particular regard for our responsibilities under the Equality Act:

- Admissions
- Anti-Bullying
- Attendance
- Behaviour and Relationships
- Collective Worship
- Educational Visits
- EYFS
- Health, Safety and Wellbeing
- Medical Procedures
- PE and Physical Activity
- Religious Education
- Relationship and Sex Education
- Special Education Needs and Disabilities
- Uniform & Equipment

Monitoring and Review

A range of data is collected and analysed in relation to pupil achievement, attendance, behaviour and other aspects of school life. Different characteristic groups will be considered in this analysis, with outcomes used to identify areas for development.

Equality objectives will be reviewed in line with the SDP and on an annual basis

The headteacher will provide an annual equality report to the governing body, including a review of this Policy.

Changes will be made to this policy in line with any future legislation or guidance.

Equality targets 2022-25

- 1) To ensure the programme of study for RE and Enrichment activities reflect a wide range of characteristic groups of the United Kingdom.
- 2) To review levels of parental and pupil engagement in learning and school life across all activities to ensure equity and fairness in access and engagement regardless of socio-economic backgrounds.