



# Coppice Primary Partnership Equality Policy

## Key Details

**Date written: March 2019**

**Date of next review: March 2022**

**This policy will be reviewed every 3 years as routine, more often should legislation require it.**

1. This policy subsumes and replaces all previous policies pertaining to equality: e.g. Racial Equality, Disability & Race Equality Schemes. It applies equally, where applicable, to adults<sup>1</sup> and children in school.

## **2. Legal framework**

The Coppice Primary Partnership recognises its duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to the nine characteristics protected in law:

1. Age
2. Sex
3. Race
4. Marriage and Civil Partnerships
5. Pregnancy and Maternity
6. Gender reassignment
7. Disability
8. Sexual Orientation
9. Religion or belief.

## **3. Guiding principles**

In fulfilling the legal obligations cited above, we are guided by nine principles:

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<sup>1</sup> Adults in any capacity working in school: paid staff, volunteers, governors, parents and carers.

#### **4. Principle 1: All learners are of equal value.**

We see all learners and potential learners, and their parents and carers, as 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
- whatever their sexual identity
- whatever their economic or social background.

We therefore act to ensure that each and every member of the school community:

- experiences equality of opportunity
- feels a full and respected member of the school community
- has high expectations of themselves, their peers, staff, and others with regard to fair treatment
- develops an understanding of race, ethnicity and multiculturalism alongside an appreciation of their importance in Britain today
- develops an understanding and appreciation of disability and the contribution of disabled people in the community and UK
- develops an awareness of conscious and unwitting racism alongside the skills and confidence to challenge instances of racist behaviour, language and attitudes
- develops an awareness that disability can be both seen or unseen and that people with learning and other disabilities (eg autism, Asperger's syndrome) have the same rights to reasonable and appropriate adjustments as those with more obvious needs.

#### **5. Principle 2: We recognise and respect difference.**

Treating people equally does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantage which people may face, in relation to:

- disability, so that reasonable adjustments are made
- ethnicity, so that different cultural backgrounds and experiences of prejudice are recognised
- gender, so that the different needs and experiences of girls and boys, and women and men, are recognised
- religion, belief or faith background
- sexual identity
- economic or social disadvantage.

#### **6. Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.**

We intend that our policies, procedures and activities should promote:

- positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassment of disabled people
- positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice-related bullying and incidents

- mutual respect and good relations between boys and girls, and women and men, and an absence of sexual and homophobic harassment.

**7. Principle 4: We observe good equalities practice in staff recruitment, retention and development**

We ensure that policies and procedures should benefit all employees and potential employees, for example in recruitment and promotion, and in continuing professional development:

- whether or not they are disabled
- whatever their ethnicity, culture, religious affiliation, national origin or national status
- whatever their gender and sexual identity, and with full respect for legal rights relating to pregnancy and maternity.

**8. Principle 5: We aim to reduce and remove inequalities and barriers that already exist**

In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between:

- disabled and non-disabled people
- people of different ethnic, cultural, social and religious backgrounds
- girls and boys, women and men.

**9. Principle 6: We aim to consult and involve widely**

We endeavour to engage with a range of groups and individuals to ensure that those who are affected by a policy or activity are consulted and involved in the design of new policies, and in the review of existing ones.

We aim to consult and involve:

- disabled people as well as non-disabled
- people from a range of ethnic, cultural, social and religious backgrounds
- both women and men, and girls and boys.
- people in heterosexual and same sex relationships.

**10. Principle 7: Society as a whole should benefit**

We intend that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in public life of:

- disabled people as well as non-disabled
- people of a wide range of ethnic, cultural, social and religious backgrounds
- both women and men, girls and boys
- people in heterosexual and same sex relationships

**11. Principle 8: We base our practices on sound evidence**

We maintain and publish quantitative and qualitative information showing our compliance with the public-sector equality duty (PSED) set out in clause 149 of the Equality Act 2010.

## **12. Principle 9: Objectives**

The objectives which we identify and publish on our website take into account national and local priorities and issues, as appropriate.

We keep our equality objectives under review and report annually on progress towards achieving them.

## **13. The Curriculum**

As part of our work to promote equality, we aim to ensure that within our educational provision children are offered opportunities to:

- understand and celebrate diversity in all its forms
- learn about racial equality in a variety of curriculum areas (e.g. PHSCE, Science, RE, Art and English)
- develop an understanding of global citizenship
- understand the power of language particularly relating to verbal abuse due to race, disability, sexual orientation or social standing
- develop an understanding of their rights, the rights of others, and their responsibilities to each other
- develop an understanding and appreciation of other religious beliefs and culture
- recognise and challenge prejudice and discriminating attitudes and behaviour
- develop emotionally and intellectually with the personal qualities and attributes required to make a successful life in a diverse society.

## **14. Ethos and organisation**

We ensure the principles listed above apply to the full range of our policies and practices, including those that are concerned with:

- pupils' progress, attainment and achievement
- pupils' 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

## **15. Addressing prejudice and prejudice-related bullying**

The school is opposed to all forms of prejudice:

- prejudices around disability and special educational needs
- prejudices around racism and xenophobia, including those that are directed towards religious groups and communities, for example antisemitism and Islamophobia, and those that are directed against Travellers, migrants, refugees and people seeking asylum
- prejudices reflecting sexism and homophobia.

We keep a record of prejudice-related incidents and, if requested, provide a report to the local authority about the numbers, types and seriousness of prejudice-related incidents at our school and how they are dealt with.

## **16. Roles and responsibilities**

The Trustees are responsible for ensuring that all schools within the trust comply with legislation, and that this policy and its related procedures and action plans are implemented.

The Local Governing Bodies have a watching brief regarding the implementation of this policy.

The Headteachers are responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

The Headteachers are responsible for:

- coordinating equality work within school
- dealing with reported incidents of racism or harassment and reporting these in detail
- monitoring the progress of minority group children, including those on free school meals and from less economically affluent families
- allocating resources fairly and equitably, including recognising that some children may require more than others for an equal and fair chance to enjoy and achieve

All staff are expected to:

- promote an inclusive and collaborative ethos in their classroom
- deal with any prejudice-related incidents that may occur
- plan and deliver curricula and lessons that reflect the principles in paragraph 4 above
- support pupils in their class for whom English is an additional language
- keep up-to-date with equalities legislation relevant to their work.

Visitors and contractors are expected to comply with, the school's equality policy

## **17. Religious observance**

We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice.

## **18. Staff development and training**

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.

## **19 Breaches of the policy**

We will consider every breach of the policy in the light of the particular circumstances and, if pupils are involved, take into account their age and the nature of the breach. We will call on support from the Police or other agencies as appropriate.

## **20 Monitoring and review**

We collect, study and use quantitative and qualitative data relating to the implementation of this policy, and make adjustments as appropriate.

In particular, we collect, analyse and use data in relation to achievement, broken down as appropriate according to free school meals, disabilities and special educational needs; ethnicity, culture, language, religious affiliation, national origin and national status; and gender.

The governing body will endeavour to ensure that all relevant policies reflect the school's commitment to the principles of equality and that this commitment is reflected clearly in all its work.

All policies are regularly reviewed and evaluated for their effectiveness in promoting equality.

Outcomes of monitoring and assessment will be reported to the governing body and other key partners. Members of the school community will be kept informed of Equality and Diversity initiatives being undertaken.

The policy will be reviewed every three years as routine, more often should legislation or circumstances require it.

## Coppice Primary Partnership Equality Objectives 2019-2022

The Public-Sector Equality Duty requires all schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

We will review annually with the Governors the progress we are making regarding our equality objectives.

### Our Principles

We see our first task as equipping pupils with an awareness of an increasingly diverse society. On such foundations, pupils will develop a sense of their own place in, and contribution to our society. The following principles apply:

1. Discrimination on the basis of colour, culture, origin, sex, ability, political and religious belief is unacceptable in this school.
2. Every pupil, member of staff and Governor will endeavour to further this objective by contributing towards a happy and caring environment and by showing respect for, and appreciation of, each other as individuals.
3. Our objective is to educate, develop and prepare all our pupils, whatever their sex, colour, culture, origin or ability, for life.
4. An equal opportunities philosophy will be practised by all stakeholders.

The schools make 'reasonable adjustments' to ensure equality and that no pupil is placed at a substantial disadvantage. To make these reasonable adjustments we:

- plan ahead
- identify potential barriers
- work collaboratively
- identify practical solutions through a problem-solving approach
- ensure staff have the necessary skills

#### Objective 1

*Through our curriculum ensure our pupils develop a good appreciation of difference and diversity by enhancing their understanding of other children who live in different places and who have a different culture and faith.*

#### Objective 2

*Continue to ensure effective use of pupil premium, closely monitoring its impact on pupils to ensure good and outstanding achievement of our pupils compared to that nationally.*

#### Objective 3

*Narrow any gaps in attainment between boys and girls in reading and maths.*