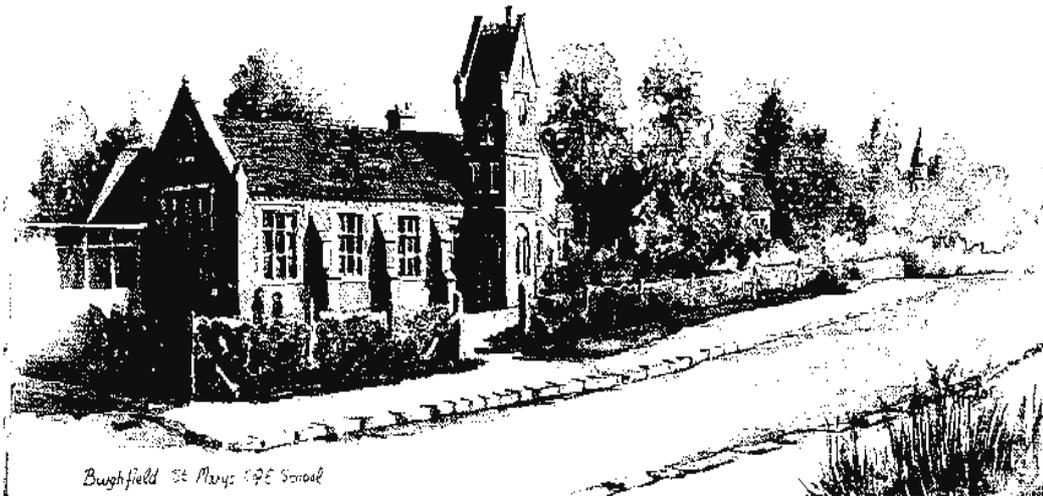


Burghfield St Mary's C of E Primary School



EQUALITY POLICY and INFORMATION

'a caring Christian learning environment that inspires'

EQUALITY POLICY

1. Background:

The Equality Act 2010 identifies the following nine characteristics of diversity, which are protected, and prohibits discrimination arising from them:

- (i) Age
- (ii) Disability: (physical or mental impairment which has a substantial and long-term adverse effect on the ability to carry out normal day-to-day activities)
- (iii) Gender Reassignment: the process of transitioning from one gender to another
- (iv) Marriage and Civil Partnership
- (v) Pregnancy and Maternity: including treating a woman unfavourably because she is breastfeeding
- (vi) Race: including colour, nationality (including citizenship) and ethnic origins
- (vii) Religion or Belief
- (viii) Gender
- (ix) Sexual Orientation.

The Act imposes a public sector duty upon our school and requires us to:

- eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act;
- advance equality of opportunity for those sharing a protected characteristic and those not;
- foster good relations between people sharing a protected characteristic and those not;
- provide reasonable adjustments to allow disabled pupils to fully participate.

This policy reflects the model policy issued by West Berkshire in September 2016 and applies to all of the school's pupils, staff, governors, parents/carers, visitors and community users.

2. Fundamental Principles:

In accordance with our Christian ethos, the **primary objective** of the school is to **educate, develop and prepare** our pupils for life whatever their sex, colour, origin, culture or ability, and everyone is expected to further this aim by contributing towards a happy and caring environment and by showing respect for, and appreciation of, one another as individuals. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and are able to participate fully in school life.

We respect the equal rights of our staff and other members of the school community, and are committed to promoting understanding of the principles and practices of equality and justice. In all staff appointments, the best candidate based on strict professional criteria will be appointed and all staff have the opportunity for professional development.

The schools admissions policy does not permit sex, race, colour or disability to be used as criteria for admission. Although a Christian school, we welcome and respect children of differing or no faith.

3. Aims of Policy:

At Burghfield St Mary's we aim to:

- equip pupils with an awareness of our diverse society, an appreciation of the value of difference and an understanding that discrimination on the basis of any of the protected characteristics is not acceptable;
- encourage positive attitudes towards diversity. Pupils are encouraged to accept names from other cultures and these will be accurately recorded and correctly pronounced. The school views linguistic diversity positively and seeks to assure pupils and staff that their natural language is valued;
- ensure all pupils have equal access to the curriculum, with resources appropriate to their individual needs;
- make the school an environment regarded by everyone as affording all respect and fair treatment;
- provide opportunities for pupils to experience a variety of non-discriminatory role models within society (e.g. male & female nurses and doctors, postal workers, fire fighters, police etc.) and to use materials that reflect the diversity of the school, population and local community without stereotyping;
- provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures.

4. Responsibilities:

(a) The Governing Body is responsible for:

- ensuring the school complies with all relevant equality legislation;
- adopting and monitoring the application the Equality Policy and objectives;
- designating a named governor with responsibility in this area;
- ensuring the school takes all reasonable steps to ensure that its employees do not carry out unlawful discriminatory actions or behaviour, and that it has 'due regard' for equality in all its functions;
- ensuring the school publishes equality information and objectives.

(b) The Head teacher is responsible for:

- implementing the school's Equality Policy;
- ensuring equality plans are readily available and known to all stakeholders;
- making sure all staff are suitably trained and know their responsibilities;
- ensuring that no one is discriminated against when it comes to appointment, employment, pay, performance management, promotion and training opportunities;

- encouraging staff to intervene in a positive way against any occurrence of discrimination;
- taking appropriate action in cases of harassment or discrimination, including bullying;
- promoting the principles of equal opportunity and diversity within the curriculum;
- undertaking Equality Impact Assessments for actions, policies, procedures and changes in the school;
- providing the Governing Board with appropriate data to enable them to monitor equality and reporting any serious incidents involving equality and diversity implications to the Governing Board at least three times per annum.

(c) All staff are responsible for:

- adhering to the school's Equality Policy and contributing to the achievement of Equality Objectives;
- ensuring that all staff, adults and pupils are treated fairly, equally and with dignity and respect, and are not discriminated against;
- being able to recognise and tackle bias and stereotyping, dealing with hate-incidents, promoting equal opportunities and good race relations;
- keeping up to date with the regulations on discrimination and availing themselves of training and learning opportunities;
- taking care when selecting classroom materials, paying due regard to the sensitivities of all members of the class and not using resources that are discriminatory in any way;
- taking care when designing long term planning, paying due regard to the choice of topic to study and how to approach sensitive issues;
- challenging any incidents of prejudice or discrimination and reporting these accordingly.

(d) Visitors and contractors are responsible for knowing and following our Equality Scheme.

(e) All Pupils are responsible for:

- adhering to the school's Equality Policy within the school premises, when representing the school at off-site events and when travelling to and from school;
- treating all staff, adults and other pupils fairly, equally and with dignity and respect;
- not discriminating against any member of staff, adult or pupil;
- raising any incidents of prejudice or discrimination, and reporting these to a member of staff immediately.

5. Prohibited Behaviour:

All forms of discrimination by any person within the school will be treated seriously, as such behaviour is unacceptable. Racist symbols, badges and insignia on clothing and equipment are forbidden in school. Staff are aware of and avoid possible cultural assumptions and bias within their own attitudes.

Harassment on account of any of the protected characteristics is unacceptable and is not tolerated within the school environment. All staff are expected to deal with any discriminatory incidents that may occur. They are expected to know how to identify and challenge prejudice and stereotyping, and to support the full range of diverse needs, according to a student's individual circumstances. 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/Head teacher where necessary. All incidents are reported to the Head teacher and the Governing Board as they occur.

Types of discriminatory incidents include but are not limited to:

- physical assault against a person or group because of their race, ethnicity, nationality, disability, sexual orientation, gender reassignment or gender;
- verbal abuse and threats including the use of derogatory names, insults and jokes;
- racist, sexist, homophobic or discriminatory graffiti;
- bringing discriminatory material into school;
- incitement of others to discriminate or bully due to race, ethnicity, nationality, disability, sexual orientation, gender reassignment or gender;
- 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 their race, ethnicity, nationality, disability, sexual orientation, gender reassignment or gender.

6. Published Data:

To comply with the Equality Act 2010, we are required to publish information that illustrates how our school impacts on the different protected characteristics and to investigate, set and publish objectives that will improve equality in our school. Any published data must not permit the identification of individuals.

The following data is published on the school's website:

- Equality Objectives (revised at least once every four years);
- Summary attainment data relating to gender, deprivation, service children, SEND;
- Pupil exclusions – as and when any take place.

7. Equality Objectives:

Equality Objectives arise from analysis carried out by the school, where they have identified an area with potential for improvement.

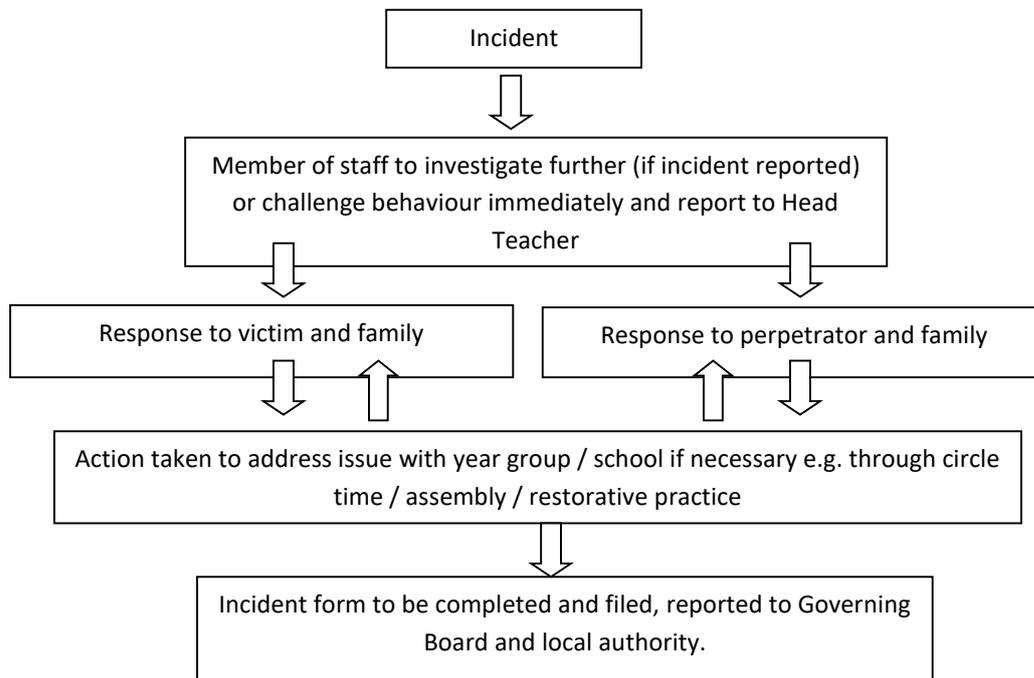
The school has historically had very few equality related problems, but has adopted the following objectives for the period 2020-2024.

We aim to narrow the gaps in:

- Maths between service and non-service children throughout the school;
- Reading attainment between boys and girls across the school;
- Writing attainment between boys and girls across the school.

- To support SEND pupils and enable them to access the school curriculum.

8. Responding to and Reporting Incidents:



Breaches of the policy will be dealt with in line with the appropriate Behavioural Policies for pupils and staff. Incidents involving the Governing Board should be referred to the Chair of Governors.

9. Monitoring and Review:

The School Leadership Team and Governing Board recognise that action and progress in relation to equality and diversity needs to be monitored and analysed. In order to do this, we will:

- assess the impact of our policies, practices and procedures;
 - review the school's Equality Policy in line with current legislation and any other improvements identified;
 - review the Equality Objectives annually and publish them at least once every four years;
 - monitor data on pupils' achievements, attendance and participation by race, gender and disability, and use this to inform strategies to raise achievement;
 - monitor the requirement and selection process to ensure that no individual applying for a post at the school is discriminated against;
 - monitor the school's admissions, behaviour and exclusion policies to ensure that pupils from minority groups are not disadvantaged as a result of the application of these procedures;
 - monitor the use of services to ensure that all sections of the wider community have equal and fair access to services provided;
- monitor the non-use of school services and take action if barriers to access school services exist.

EQUALITY INFORMATION

Pupil Related Data

Number on roll	211	
Gender	Boys: 112	Girls: 99
Pupils.....	Number	Percentage
eligible for Pupil Premium	15	7.1%
eligible for Military Funding	60	28.4%
with an EHCP	3	1.4%
with Special Educational Needs	27	12.7%
with English as an additional language	4	1.8%

Information correct on 21/11/2022