

Equality & Diversity

Introduction

Cumberworth CE (A) First School welcomes its duties under the new Equality Act (2010).

The Equality Act establishes nine protected characteristics which apply to schools. Only the first seven characteristics apply to pupils:

Disability
Race
Sex
Gender reassignment
Pregnancy and maternity
Religion or belief
Sexual orientation
Marriage and civil partnership
Age

Public Sector Equality Duty (2011)

This policy sets out how Cumberworth CE (A) First School has paid due regard to the need:

to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act
to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
to foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Specific Duties under the Public Sector Equality Duty

To publish information which demonstrates our compliance with the need to have due regard for the three aims of the General Duty

To prepare and publish specific and measurable objectives which we will pursue over the coming years to achieve the three aims

This scheme sets out the steps the Governing Body will take that will result in improved outcomes for all members of the school community in all aspects of school life, taking positive action to promote equality.

Definition of 'due regard' and how we aim to comply with the principles of the general duty

1: While making a decision that might affect an equality group, the decision-maker must have regard to the three aims of the Act at the time. This cannot be done in retrospect, nor can it be delegated

2: The duty will be exercised with rigour and with attention to relevant evidence, including that derived from consultation with staff and the wider community

3: The duty is continuing, so we will revisit it and bear it in mind constantly

We will keep records to show that the equality duties have been considered on each occasion

School Ethos, Vision and Values

Upholding Christian values, together we ENJOY our learning, ENRICH our lives and EXCEL by making the most of our talents and gifts.

This policy should be read in conjunction with all our policies, each of which is reviewed with this policy in mind, but in particular with the anti bullying policy, behaviour policy, Inclusion and SEN policies.

What we already do

In order to comply with the public duty we have the following procedures in place to ensure that we consider the needs of all of our pupils in everything we do and comply with the three aims below.

- 1: Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act
- 2: Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- 3: Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

We gather information from a range of sources when a pupil enters the school, e.g. family, child, previous school, we visit the nurseries of all Reception children to ensure we have a thorough understanding of their needs and circumstances.

We track all aspects of a child's provision and progress by tracking attainment and progress for all key groups across the school, and by frequently asking the children about their experiences in school. The results of these surveys and any associated actions are recorded on the 'evidence' section of the governors secure website.

We review and evaluate the effectiveness of our school provision by analysing data, surveys and scrutinising the breadth and quality of children's work. We carefully monitor attendance of all key groups and survey children and parents to ensure our provision is meeting their needs and expectations.

Equality Impact Assessment

In order to ensure that our current provision and procedures comply with the requirements of the Equality Act we have carried out a review of all aspects of school life with regard to the protected characteristics by means of an Equality Impact Assessment.

Any gaps in provision and practice that are identified form part of an action plan. The action plan is published along with this policy in the 'policies' section of our website.

Our future intention is to use an Equality Impact Assessment when we intend the following actions:

- to introduce new provision or practice
- to change or reduce provision or practice
- to remove provision or practice.

Consultation

Cumberworth CE (A) First School recognises the importance of taking account of people's differing experiences, needs and histories, and of the differing challenges and barriers which they may face. Bearing in mind the protected characteristics, consultation with those we have identified as likely to be affected forms part of every Equality Impact Assessment. Primarily we consult with pupils. However we also consult with parents/carers, staff, governors and other school users when appropriate. We consult in the following ways:

We ensure that our school council is representative of all equality groups.
We meet pupils individually to discuss their needs and progress, via the school provision maps.
We ask pupils about any changes to provision (these are published in the evidence section of our governors' secure website).
We continually ask parents for feedback, whether through the OFSTED Parent View site, or via feedback on annual reports, transition arrangements etc. These are recorded along with any actions taken, in the evidence section of the governors' secure website.

How we measure the impact of any changes

We monitor the ongoing impact of these changes on those who may be affected in the following ways:

Tracking of pupil achievement and progress across the school with an additional focus on equality groups where appropriate.
Pupil surveys that demonstrate emotional health and well being, engagement and involvement (using the OFSTED pupil survey).

Publication and Review

The specific duties under this Act require us to be open and transparent about all our decision-making processes, intentions and results.

We record the results of our equality impact assessment and action taken. We review and publish this information and its impact on our pupils through:

The Head Teacher's report to the Governing Body
Feedback to parents via parents evenings, reports, newsletters and individual meetings
We ensure the equality action plan is available online for all parents.
The equality impact assessment is on the Governors secure site because some elements of the assessment highlight individual needs and must be confidential.

Last reviewed: Curriculum sub July 2016
Next review: July 2018