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Kirkby CE Primary School

Equality Policy

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**Statement of intent**

At Kirkby CE Primary School, we welcome our duties under the Equality Act 2010. We are

committed to anti-discriminatory practice to promote equality of opportunity and valuing

diversity for all children and families. The school’s general duties, with regards to equality

are:

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Eliminating discrimination.

Fostering good relationships.

Advancing equality of opportunity.

We will not discriminate against, harass, or victimise any pupil, prospective pupil, or other

member of the school community because of their:

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Gender.

Race.

Disability.

Religion or belief.

Sexual orientation.

Gender reassignment.

Pregnancy or maternity.

Kirkby CE Primary aims to promote pupils’ spiritual, moral, social, and cultural development,

with special emphasis on promoting equality, diversity and eradicating prejudicial incidents

for pupils and staff. Our school is committed to not only eliminating discrimination, but also

increasing understanding and appreciation for diversity. We believe that a greater level of

success from pupils and staff can be achieved by realising the uniqueness of individuals.

Creating a prejudice-free environment where individuals feel confident and at ease is a

commitment of the school.

This environment will be achieved by:

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Being respectful.

Always treating all members of the school community fairly.

Developing an understanding of diversity and the benefits it can have.

Adopting an inclusive attitude.

Adopting an inclusive curriculum that is accessible to all.

Encouraging compassion and open-mindedness.

We are committed to having a balanced and fair curriculum. We believe that our pupils

should be exposed to ideas and concepts that may challenge their understanding to help

ensure that pupils learn to become more accepting and inclusive of others. Challenging and

controversial concepts will be delivered in a way that prevents discrimination, and instead

promotes inclusive attitudes. Kirkby CE Primary School does not tolerate any form of

prejudice-related incident. Whether direct or indirect, we treat discrimination against all

members of our school with the utmost severity. When an incident is reported, through a

thorough reporting procedure, our school is devoted to ensuring appropriate action is taken

and a resolution is put into place which is both fair and firm.



At Kirkby CE Primary School our pupils are taught to be:

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Understanding of others.

Celebratory of cultural diversity.

Eager to reach their full potential.

Inclusive.

Aware of what constitutes discriminatory behaviour.

The school’s employees will not:

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Discriminate against any member of the school.

Treat other members of the school unfairly.

The school’s employee’s will:

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Promote diversity equality.

Encourage and adopt an inclusive attitude.

Lead by example.

This policy will put in place our school’s commitment to eliminating discrimination, unlawful

discrimination and victimisation within the school community and workforce as well as

increasing understanding and appreciation for diversity.

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**1. Legal framework**

This policy has due regard to all relevant legislation and statutory guidance

including, but not limited to, the following:

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Human Rights Act 1998

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The Special Educational Needs and Disability Regulations 2014

Education and Inspections Act 2006

Equality Act 2010

Equality Act 2010 (Specific Duties) Regulations 2011

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations

2017

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Public Sector Equality Duty (PSED)

Data Protection Act 2018

The UK General Data Protection Regulation (GDPR)

This policy also has due regard for non-statutory guidance, including the

following:

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DfE (2014) ’The Equality Act 2010 and schools’

This policy operates in conjunction with the following school policies:

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Admissions Policy

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Complaints Procedures Policy

Data Protection Policy

The Equality Act 2010 provides a modern, single legal framework with three

broad duties:

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Eliminate discrimination harassment and victimisation

Advance equality of opportunity

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Foster good relations

For the purpose of this policy, the Equality Act 2010 will be referred to as ‘the

Act’.

Kirkby CE Primary School fully understands the principles of the Act and the

work needed to ensure that those with protected characteristics are not

discriminated against and are given equal opportunities.

Protected characteristics, under the Act, are as follows:

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Age

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Disability

Race, colour, nationality or ethnicity

Sex

Gender reassignment

Maternity and pregnancy

Religion and belief

Sexual orientation

Marriage and civil partnership

The Act makes it unlawful for the responsible body of a school to discriminate

against, harass or victimise a pupil or potential pupil:

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In relation to admissions.

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In the way it provides education for pupils.

In the way it provides pupils access to any benefit, facility, or service.

By excluding a pupil or subjecting them to any other detriment.

The responsible body for the school is the governing board.

The school’s liability not to discriminate, harass or victimise does not end when

a pupil has left the school, but will apply to subsequent actions connected to

the previous relationship between school and pupil, such as the provision of

references on former pupils or access to “old pupils” communications and

activities.

The school will promote equality of opportunity for all staff and job applicants

and will work in line with the Equal Opportunities and Dignity at Work Policy.

**2. Principles and aims**

We see all learners and potential learners, and their parents, as of equal value,

regardless of any protected characteristic.

Our policies, procedures and activities will not discriminate but must

nevertheless, take account of differences in life-experience, outlook and

background, and in the kinds of barriers and disadvantages which people may

face in relation to any protected characteristic.

Kirkby CE Primary School will promote race equality and have due regard to

eliminating unlawful racial discrimination, promoting equality of opportunity and

good relations between people of different racial groups.

Kirkby CE Primary School will promote disability equality, ensuring equality of

opportunity, eliminating unlawful discrimination and disability-related

harassment and encouraging participation by disabled people in public life.

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Kirkby CE Primary School will promote gender equality by eliminating unlawful

discrimination and harassment, and promote the equality of opportunity

between men and women, girls, and boys.

Transgender people are explicitly covered by the PSED. For the purposes of

this policy, the term ‘transgender’ refers to an individual whose gender

expression or identity is different from that traditionally associated with the sex

they were assigned at birth.

Kirkby CE Primary School will respect the confidentiality of those seeking

gender reassignment and will provide a supportive environment within the

community.

Kirkby CE Primary School is opposed to all forms of prejudice and recognises

that children and young people who experience any form of prejudice-related

discrimination may fare less well in the education system.

Kirkby CE Primary School will ensure that all staff comply with the appropriate

equality legislation and regulations.

The school’s Admissions Policy will not discriminate against any protected

characteristic in any way.

The school will:

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Ensure staff are aware of their responsibilities, given necessary training

and support, and report progress to the governing board.

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Ensure that the recording and reporting of equality and diversity is

sufficiently scrutinised.

Foster positive attitudes and relationships, a shared sense of cohesion and

belonging, and ensure this is promoted in our policies, procedures and

activities.

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Observe good equalities practice in staff recruitment, retention and

development, and ensure that all policies and procedures benefit all

employees and potential employees regardless of any protected

characteristic, and with full respect for legal rights relating to pregnancy

and maternity.

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Reduce and remove inequalities and barriers that already exist.

Engage with a range of groups and individuals to ensure that those who

are affected by a policy, procedure or activity are consulted and involved in

the design of new policies, and in the review of existing ones.

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Ensure that policies, procedures, and activities benefit society as a whole,

both locally and nationally, by fostering greater social cohesion, and

greater participation in the public life of everyone, regardless of any

protected characteristic.

Ensure staff promote an inclusive and collaborative ethos in the school,

challenging inappropriate language and behaviour, responding

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appropriately to incidents of discrimination and harassment, and showing

appropriate support for pupils with additional needs, maintaining a good

level of awareness of issues surrounding equality.

**3. Roles and responsibilities**

The governing board will:

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Ensure that the school complies with the appropriate equality legislation

and regulations.

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Meet its obligations under the PSED to:

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Publish equality objectives at least every four years

commencing on the date of the last publication.

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Update and publish information every year to demonstrate

school compliance with the PSED.

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Ensure that the school’s policies and procedures are developed and

implemented with appropriate equality impact assessments informing

future plans.

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Ensure that the school’s Admissions Policy does not discriminate in any

way.

Ensure equal opportunities in its staff recruitment and promotion practices,

professional development programmes and in membership of the

governing board.

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Proactively recruit high-quality applicants from under-represented groups.

Provide information in appropriate and accessible formats.

Ensure that the necessary disciplinary measures are in place to enforce

this policy.

The headteacher will:

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Implement this policy and its procedures.

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Ensure that all staff members receive the appropriate equality and diversity

training as part of their induction and CPD.

Ensure that all parents, visitors, and contractors are aware of, and comply

with, the provisions of this policy.

Actively challenge and take appropriate action in any case of

discriminatory practice.

Address any reported incidents of harassment or bullying in line with DfE

guidance.

Produce an annual report on the progress of implementing the provisions

of this policy and report it to the governing board.

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Employees will:

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Be mindful of any incidents of harassment or bullying in the school.

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Address any minor issues of harassment or bullying and report any major

breaches of the policy to the headteacher.

Identify and challenge bias and stereotyping within the curriculum and the

school’s culture.

Promote equality and good relations, and not harass or discriminate in any

way.

Monitor pupils’ progress and academic needs to ensure the appropriate

support is in place.

Keep up to date with equality legislation and its application by attending

the appropriate training.

Pupils will:

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Not discriminate or harass any other pupil or staff member.

Actively encourage equality and diversity in the school by contributing their

cultural experiences and values.

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Report any incidences of bullying or harassment, whether to themselves or

to others, to the class teacher or to another member of staff.

Abide by all the school’s equality and diversity policies, procedures and

codes.

The school will have an equality page on its website, in order to demonstrate

how it is complying with the PSED in the Equality Act 2010, and advancing

equality of opportunity.

**4. Equality objectives**

Kirkby CE Primary School is committed to promoting the welfare and equality

of all its staff, pupils, and other members of the school community. To achieve

this, the school has established the following objectives:

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Monitor changes to the curriculum to ensure they result in good outcomes

for pupils in all vulnerable groups.

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To develop pupil knowledge of equality and diversity by weaving it through

our school ethos and practises with the support of the Anti- bullying

alliance, as we work to achieve accreditation.

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Improve the quality of support to raise levels of attainment in core subjects

for vulnerable learners.

To embed the British value of tolerance (Mutual respect and tolerance of

those with different faiths and beliefs and for those without faith)

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Kirkby CE Primary School will update and publish its equality objectives at least

every four years.

**5. Collecting and using information**

In accordance with the requirements outlined in the Data Protection Act 2018,

personal data will be lawfully collected and processed in line with the principles

and practices outlined in the Data Protection Policy and only for specified,

explicit and legitimate purposes, e.g., to comply with the school’s legal

obligations.

The school will collect equality information for the purpose of:

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Identifying key issues, e.g., unlawful discrimination in teaching methods.

Assessing performance, e.g., benchmarking against similar organisations

locally or nationally.

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Taking action, e.g. adapting working practice to accommodate the needs of

staff who share protected characteristics.

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**6. Publishing information**

Kirkby CE Primary School will publish information to demonstrate its

compliance with the Act.

Kirkby CE Primary School will publish information relating to persons within the

school community who share relevant protected characteristics, these will

include:

Other persons affected by the school’s policies and procedures

The school will not provide this information if:

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The employee is employed under contract personally to do work.

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The employer does not have, and it is not reasonably practicable for the

employer to obtain the data.

Kirkby CE Primary School will update its equality objectives at least every four

years and publish on the school website.

The school will publish information on the school website every year which will

show the progress made towards the achievement of the equality objectives.

**7. Promoting equality**

In order to meet our objectives, the school has identified the following priorities:

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Staff will ensure that all pupils are able to take part in extra-curricular

activities and residential visits, and the school will monitor uptake of these

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visits to ensure no one is disadvantaged on the grounds of a protected

characteristic.

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Kirkby CE Primary School will ensure that all forms of prejudice-motivated

bullying is taken seriously and dealt with equally and firmly.

There will be differential schemes of work designed to meet the abilities

and learning styles of all pupils.

There will be a clearly defined disciplinary system stipulated in the

Behavioural Policy, which will be consistently enforced.

Kirkby CE Primary School will increase access for SEND (Special

Educational Needs and Disability) children and young people to the school

curriculum and will take necessary steps to meet pupils’ needs by using a

variety of approaches and planning reasonable adjustments for disabled

pupils, enabling them to take as full a part as possible in the activities of

the school.

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Kirkby CE Primary School will ensure there is adequate access to the

physical environment of the school.

Kirkby CE Primary School will improve the delivery of written information

to disabled children and young people.

Kirkby CE Primary School will seek the views of advisory staff, outside

agencies and local schools.

Throughout the year, Kirkby CE Primary School will plan ongoing events

to raise awareness of equality and diversity.

Kirkby CE Primary School will consult with stakeholders to establish equality

objectives and draw up a plan based on information collected on protected

groups and accessibility planning.

Any reports of bullying and prejudice will be carefully monitored and dealt with

accordingly.

Annual training will be given to all staff to ensure that they are aware of the

process for reporting and following up incidents of prejudice-related bullying.

**8. Addressing prejudice-related incidents**

Kirkby CE Primary School is opposed to all forms of prejudice.

Kirkby CE Primary School will ensure that pupils and staff are aware of the

impact of prejudice.

Kirkby CE Primary School will address any incidents immediately and, where

appropriate, report them to the LA.

**9. Complaints procedures**

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Kirkby CE Primary School aims to resolve all complaints at the earliest

possible stage and is dedicated to continuing to provide the highest quality of

education possible throughout the procedure.

Any person, including a member of the public, is able to make a complaint

about the provision of facilities or services that the school provides.

Kirkby CE Primary School will adhere to the Complaints Procedures Policy to

ensure a straightforward, impartial, non-adversarial process, that allows a full

and fair investigation, respects confidentiality and delivers an effective

response and, appropriate redress.

If a complaint has completed the school’s process and the complainant

remains dissatisfied, they have the right to appeal, as outlined in the

Complaints Procedures Policy.

The school works to develop good professional relationships between

colleagues; however, we understand that sometimes conflicts may arise.

Through maintaining open communication, we want our employees to feel able

to raise any grievances so that appropriate and effective solutions can be put

in place.

**10. Curriculum**

All pupils will be entitled to access a broad and balanced curriculum and to

teaching and learning opportunities which meet their needs, including extra

support where this has been identified as a statutory need.

When planning the curriculum, Kirkby CE Primary School will take every

opportunity to promote and advance equality.

When teaching the curriculum, the school will promote equality and will not

subject individuals to discrimination.

Kirkby CE Primary School will develop an appropriate curriculum for all pupils

in all vulnerable groups.

Kirkby CE Primary School will ensure PSHE and RHE lessons are designed

for pupils to develop their knowledge of the world and the importance of

equality.

**11. Monitoring and review**

The headteacher will review this policy annually, to ensure that all procedures

are up-to-date.

The policy will be monitored and evaluated by the headteacher and governing

board in the following ways:

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Individual attainment data

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Equal opportunities recruitment data

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Ofsted inspection judgements on equality and diversity

Incident records related to harassment and bullying

Any changes made to this policy will be communicated to all members of staff.

**Policy Review Date.**

This policy will be reviewed in May 2024 to ensure compliance with the latest legislation and

guidance, and to ensure it continues to meet the need of pupils, staff, parents and the wider

community

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