



Nurture-Believe-Inspire-Achieve

Danson Primary School

Equality Policy

Reviewed November 2020

Our Vision and Values

This policy is provided to all staff and should be read in conjunction with the following policies:

- Equality Policy
- Anti-Bullying Policy
- SEN Policy
- EAL Policy
- Safeguarding & Child Protection Policy
- Peer on Peer Abuse Policy
- Pupil Premium Policy
- E-Safety Policy
- Accessibility
- Staff Code of Conduct
- Visitor Code of Conduct
- Whistle-blowing Policy

We are committed to providing the best education for all our pupils in a safe, secure and stimulating environment which fosters academic excellence and creativity. We want our pupils to develop qualities of being happy, confident and self-assured young people with strong values and principles with the skills to live happy productive lives. We are committed to ensuring equality of opportunity for staff, pupils and all those receiving services from the Federation, irrespective of race, disability, gender, religion/belief, age or sexual orientation and to the promotion of community cohesion.

At Danson every member of our school community should feel safe, secure, valued and of equal worth. We believe that equality is a key principle for treating all people the same irrespective of their gender, ethnicity, disability, religious beliefs/faiths tradition, sexual orientation, age or any other characteristics. Ensuring equality should permeate all aspects of school life and is the responsibility of every member of Danson and the wider community. This policy outlines the commitment of staff and governors to promote equality.

Our school is committed to equality both as an employer and a service-provider:

- We try to ensure that everyone is treated fairly and with respect.
- We want to make sure that our school is a safe, secure and stimulating place for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some pupils extra support is needed to help them to achieve and be successful.
- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, and through our Pupil Leadership Group, School Councils Council and Anti-Bullying Ambassadors.

- We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, colour or national origin or their gender

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.

Legal Duties of the Equalities Act 2010

As a school, we welcome our duties under this Act to:-

- eliminate unlawful discrimination for pupils; staff and other members of the Danson community
- actively advance equality of opportunity for the Federation community
- foster positive relationships between those who share protected characteristics and those who do

not Protected characteristics under the Act:-

- Age
- Disability
- Race/ethnicity
- Sex/gender
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage & civil partnerships

In fulfilling our legal obligations we will:

- recognise and respect diversity
- foster positive attitudes and relationships, and a shared sense of belonging
- observe good equalities practice, including staff recruitment, retention and development
- aim to reduce and remove existing inequalities and barriers
- consult and involve widely
- strive to ensure that society will benefit Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice or discrimination may fare less well in the education system than those that do not. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to Governors and the Local Authority using their guidance material. The Local Authority may provide some support.

We welcome the emphasis in the Ofsted inspection framework on the importance of narrowing gaps in achievement which affect, amongst others:

- pupils from certain cultural and ethnic backgrounds
- pupils who belong to low-income households and pupils known to be eligible for free school meals
- pupils who are disabled
- pupils who have special educational needs
- differentiation between gender and learning needs

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

EQUALITY OBJECTIVES 2020-2022

- All children received a full education upon return to school in September 2020 following Lockdown in March 2020-July 2020.

To ensure that the attainment of pupils eligible for Pupil Premium funding is broadly in line with all other pupils in the school

- To promote the British values of democracy, respect for the rule of law, individual liberty and mutual respect and tolerance of others with different faiths and beliefs through our curriculum and throughout the whole school with particular reference to issues of equality and diversity.

Public Information

Copies of this policy will be available to the public from the School Office.

Date agreed: November 2020

Date Reviewed: November 2022

Head Teacher: L Casey

Chair Of Governors: M Egelton