

WPT Primary Equality Policy



Summer 2019

Policy and Procedure: Equality Information and Objectives Policy

Author: AJ

Date: April 2019

Checked by: HOB & MS

Date of Local Governing Body approval:

Review date: April 2020

1. Legislation

1.1 The Equality Act 2010 ("the Act") provides a modern, single legal framework with three broad duties:

- Eliminate discrimination;
- Advance equality of opportunity; and
- Foster good relations.

1.2 The Equality Policy of Rawmarsh Sandhill Primary School has been developed in line with the following legal framework:

- UN Convention on the Rights of the Child.
- UN Convention on the Rights of Persons with Disabilities.
- Human Rights Act 1998.
- Special Educational Needs (Information) Regulations 1999.
- Education and Inspections Act 2006.
- Equality Act 2010.
- Specific Duties Regulations 2011.

1.3 The Wickersley Partnership Trust (WPT) fully understands the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- Age;
- Disability;
- Race, colour, nationality, ethnic or national origin;
- Sex (including transgender);
- Gender reassignment;
- Maternity and pregnancy;
- Religion and belief;
- Sexual orientation; and
- Marriage and civil partnership (for employees).

- 1.4 In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties.

These are to:

- ❑ **Publish equality information** – to demonstrate compliance with the general duty across its functions - We will not publish any information that can specifically identify any child.
- ❑ **Prepare and publish equality objectives** - to do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a Wickersley Partnership Trust (WPT) This will include the following functions:
 - ❑
 - Admissions;
 - Attendance;
 - Attainment;
 - Exclusions; and
 - Prejudice related incidents.

- 1.5 Our objectives will detail how we will ensure equality is applied to the services listed above however; where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion

2. The Policy

- 2.1 The Wickersley Partnership Trust's (WPT) Equality Information and Objectives Policy draws together all previous equality legislation and details how the Wickersley Partnership Trust (WPT) is fulfilling the requirements of the Act.

3. Our Ethos

Rawmarsh Sandhill Primary School is a caring school that aims to provide a high quality education to all of its pupils within a secure and safe environment. We hope that the children will leave us with confidence, happy memories and really value their time at Rawmarsh Sandhill Primary School.

Our aims are:

To provide a secure, caring and stimulating environment in which the school and the home are partners, and in which all children will be encouraged:

- To develop their potential as unique individuals
- To develop an awareness of their own self-worth in order that they might become responsible and self-disciplined citizens
- To become active and independent learners
- To develop self-motivation and pride in their work

In addition, Rawmarsh Sandhill Primary School will:

- Plan and deliver a broad, balanced and relevant curriculum to enable all our pupils to develop their social, intellectual and physical potential

- Provide equal opportunities for all our children to develop and extend their social, intellectual and physical potential
- Provide equal opportunities for all our children to develop and extend their moral and cultural capacities, whilst fostering an awareness of, and respect for, the beliefs and practices of other communities.

4. Addressing Prejudice Related Incidents

4.1 The Wickersley Partnership Trust (WPT) is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. 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 the Local Authority using their guidance material. The Local Authority may provide some support.

5. Objectives

5.1 In achieving compliancy with the Act, objectives are set annually. Detailed below are the Wickersley Partnership Trust's (WPT) current set of overriding objectives.

Objective Group	Objective
Pupil Achievement	<ul style="list-style-type: none"> <input type="checkbox"/> All pupils are assessed, monitored and tracked through the e-mag tracker and SIMS <input type="checkbox"/> Under-achievement is identified and appropriate intervention is applied. <input type="checkbox"/> Pupils are able to participate in a range of extra-curricular opportunities, including sport, music and drama events.
Behaviour and Safety	<ul style="list-style-type: none"> <input type="checkbox"/> Pupils respect one another. <input type="checkbox"/> Pupils feel safe and valued. <input type="checkbox"/> Pupils, staff and parents/carers know that misconduct and gross misconduct will be robustly and swiftly challenged.
Teaching	<ul style="list-style-type: none"> <input type="checkbox"/> All pupils experience 100% 'good or better' lessons.
Leadership and Management	<ul style="list-style-type: none"> <input type="checkbox"/> The staff, trustees, directors and members of local governing bodies reflect the diversity of the Wickersley Partnership Trust (WPT) community. <input type="checkbox"/> No pupils (or their families) are disadvantaged academically, socially or emotionally. All staff are mindful of the academic and social needs of all children, especially potentially vulnerable children. <input type="checkbox"/> The Head Teacher is responsible for the collection, analysis and publication of equality data including the recording of prejudice-related incidents.

5.2 The Wickersley Partnership Trust (WPT) will make reasonable adjustments to meet the needs of disabled pupils and implement an accessibility plan aimed at:

Last Updated: April 2019

- (a) increasing the extent to which disabled pupils can participate in the curriculum;
- (b) improving the physical environment of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided; and
- (c) improving the availability of accessible information to disabled pupils.

5.3 The Wickersley Partnership Trust’s (WPT) leaders accept and welcome their responsibility to have due regard in decision-making and actions to the possible implications for pupils with particular protected characteristics. They will consider equality implications before and at the time that they develop policy and take decisions.

6. Responsibility

6.1 We believe that promoting equality is the whole Wickersley Partnership Trust’s (WPT) responsibility.

6.2 How does the Wickersley Partnership Trust (WPT) eliminate discrimination and other conduct that is prohibited by the Act, advance equality of opportunity between people who share a protected characteristic and people who do not share it, and foster good relations between people who share a protected characteristic and people who do not share it?

The Wickersley Partnership Trust (WPT) does this by measures that include:

- (a) for pupils - implementation of policies on equal opportunities (including race and gender equality, special needs, behaviour and anti-bullying);
- (b) for staff - implementation of policies on equal opportunities, recruitment and selection, pay and anti harassment policy;
- (c) PSHCE, SRE, RE and other elements within the curriculum that promote friendship and understanding about cultures and lifestyles;
- (d) employing specialist staff to support pupils with special needs or disabilities, and implementing the schools individual ‘Accessibility plan’ (provided by Assistant Building Manager and published on the school website);
- (e) monitoring of welfare, with intervention and support where required;
- (f) taking steps to meet the particular needs of pupils or staff that have a particular characteristic.

School Community	Responsibility
WPT / Local Governing Body of each school	Involving and engaging the whole Wickersley Partnership Trust’s (WPT) community in identifying and understanding equality barriers and in the setting of objectives to address these.
Head Teacher	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties.

	<p>Ensure that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.</p>
Senior Leadership Team	<p>To support the Head Teacher as above.</p> <p>Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.</p>
Teaching Staff	<p>Help in delivering the right outcomes for pupils.</p> <p>Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.</p> <p>Design and deliver an inclusive curriculum</p> <p>Ensure that you are aware of your responsibility to record and report prejudice related incidents.</p>
Support Staff	<p>Support the school and the local governing body in delivering a fair and equitable service to all stakeholders.</p> <p>Uphold the commitment made by the Head teacher on how pupils and parents/carers can be expected to be treated.</p> <p>Support colleagues within the school community.</p> <p>Ensure that you are aware of your responsibility to record and report prejudice related incidents.</p>
Parents	<p>Take an active part in identifying barriers for the Wickersley Partnership Trust's (WPT) community and in informing the governing body of actions that can be taken to eradicate these.</p> <p>Take an active role in supporting and challenging the school to achieve the commitment given to the Wickersley Partnership Trust's (WPT) community in tackling inequality and achieving equality of opportunity for all.</p>
Pupils	<p>Supporting the school to achieve the commitment made to tackling inequality.</p> <p>Uphold the commitment made by the Head teacher on how pupils and parents/carers, staff and the wider community can be expected to be treated.</p>
Local Community Members	<p>Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these</p>

	Take an active role in supporting and challenging the Wickersley Partnership Trust's (WPT) to achieve the commitment made to the community in tackling inequality and achieving equality of opportunity for all.
--	--

7. The School's equality objectives

7.1 While aiming to improve continuously the implementation of equality related policies and procedures, and ensuring that due regard is taken always of the impact of actions and decisions on pupils and staff with particular characteristics, the school has established the following objectives for the period 2019-2020:

- (a) to raise attainment in reading writing and maths for 3 specific groups in school – Pupil Premium, Boys and children with additional needs.
- (b) to ignite a spark of interest for University that will in turn raise the aspirations of the children in Year 5 and 6 (UniHEroes)
- (c) to make sure all children get off to the best start possible through improving the quality of provision, curriculum and adult interaction

Further guidance for parents and carers and school governors on the Equality Act 2010 can be found on the DfE website:

<http://www.education.gov.uk/aboutdfe/policiesandprocedures/equalityanddiversity/a0064570/the-equality-act-2010>