



## Single Equality Scheme

<u>Status of Policy</u>	<u>Date</u>
Policy Reviewed	Autumn Term 2019
Agreed by Staff	Autumn Term 2019
Agreed by Governors	Autumn Term 2019
Next Review	Autumn Term 2021

### **Foreword**

The scheme outlines our commitment to integrate equality and diversity into all that we do, and incorporates the statutory duties that we must meet as an Academy, an employer and a service provider.

The Scheme details our vision to create an environment where all people who are part of our community feel comfortable and safe, and where the needs of that community are well understood and provided for.

We believe that this Scheme will help us to meet our responsibilities in relation to equality and diversity, and we will strive to make improvements where these are identified.

We believe that this Scheme is one that belongs to the whole academy community and its stakeholders, which is why we have consulted with a wide range of people, including staff, pupils, parents, governors and representatives from the local community.

We acknowledge that it is very important for us all to work together in achieving our aim of being fully

inclusive and accessible and ultimately in providing a quality, lifelong learning experience for all our children and young people.

## **THE EQUALITY ACT 2010**

The Equality Act 2010 consolidates existing law into a single legal framework. It updates, simplifies and strengthens the previous legislation and provides a modern, accessible framework of discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

### **The Equality Duty**

As part of the Equality Act 2010, a new general public sector equality duty came into force in April 2011. This duty states that public bodies, (which include schools and academies ), must have due regard for the need to:

*Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between different groups; Foster good relations between different groups.*

The equality duty replaces the race, disability and gender equality duties and covers age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation.

### **Who is protected under the Act**

Schools / Academies have obligations under the Act as:

- employers;
- bodies which carry out public functions;
- service providers.

Therefore, East Herrington Primary Academy needs to make provision for the following groups of people:

- Employees
- Prospective pupils (in relation to admissions arrangements, for those schools who are the admitting authority)
- Pupils at the school (including those absent or temporarily excluded)
- Former pupils (if there is a continuing relationship based on them having been a pupil at the school)
- Families and groups who might use the school for community use.

### **Protected characteristics**

The Act makes it unlawful to discriminate against people on the basis of 'protected characteristics' (the category of age, which is covered as part of the equality duty does not apply to education and service provision in schools). The relevant characteristics are:

- disability
- gender reassignment
- pregnancy and maternity

- race
- religion or belief sex
- sexual orientation.

Unlawful discrimination is defined in the Act as:

- Direct discrimination (including discrimination based on perception or association)
- Indirect discrimination
- Discrimination arising from disability
- Failure to make reasonable adjustments (for disabled people).

The Equality Act 2010 also protects people from: harassment, in relation to:

disability, race and sex, and victimisation.

A protected act is:

- making a claim or complaint of discrimination under the Act
- helping someone else make a claim by giving evidence or information making an allegation that the school or someone else has breached the Act doing anything else in connection with the Act.

Pupils must not be victimised because their parent, sibling or friend has carried out a protected act. Schools must also not victimise parents who make complaints.

### **Positive action**

The Act contains provisions which enable the Academy to take 'positive action', i.e. provide additional benefits to pupils with protected characteristics, to address any disadvantage they may face. Positive action is not the same as positive discrimination, which would be providing preferential treatment for a particular disadvantaged pupil/group of pupils, which exceeds the positive action conditions.

It is worth noting that it is never unlawful to treat disabled pupils (or applicants) more favourably than non-disabled pupils (or applicants). That is, a school/ academy is permitted to positively discriminate in favour of disabled pupils (applicants).

### **What Does This Mean For East Herrington Primary Academy**

#### **School profile**

EHPA admits pupils from a mixed catchment area, approximately 40% of pupils live outside of the immediate catchment area. The academy population is predominantly white British.

EHPA has 480 pupils on roll;

EHPA has approximately 15% of pupils with Special Educational Needs;

EHPA has very few pupils from BME backgrounds.

#### **EHPA School staffing:**

Headteacher: Mrs. A.Hodgson

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Assistant Headteachers: Miss. S.Miller, Mrs. E.Naile, Mrs. N.Hair

20 Teachers

10 Learning Support Assistants

1 School Business Manager

2 Office Staff

1 Site Supervisor

1 Lunchtime Supervisor

6 Lunchtime Supervisory Assistants

## **School's vision**

At East Herrington Primary Academy, we believe that everyone should be valued, respected, nurtured and encouraged to fulfil their potential within a supportive, caring, inclusive environment.

Therefore we will:

- provide a safe environment where pupils enjoy learning;
- create a learning community that enables creativity, good practice, success and risk-taking;
- embrace the wider community

## **Our Strategic Priorities**

The Academy will:

- strive to become an outstanding school
- quickly develop sustainable services
- develop outstanding partnerships
- develop highly flexible and highly skilled staff to deliver outstanding 21st century teaching and learning
- seek to maintain outstanding premises
- deliver surplus during a time of austerity
- continue to increase access to curricular and extra-curricular opportunities for all our pupils

## **Responsibility for ensuring that the Academy does not breach the Equality Act**

The Governing Body is ultimately responsible for ensuring that the Equality Act is not breached. It must take all reasonable steps to prevent discrimination, harassment or victimisation from taking place, and the detailed action plan accompanying this scheme sets out how we will do this.

The Governing Body is responsible for:

- ensuring the Academy complies with all relevant equality legislation;
- ensuring that the Academy Equality Scheme and its procedures are followed.

The Headteacher is responsible for:

- making sure that the Academy Equality Scheme and its procedures are followed;
- ensuring that the Equality Scheme clearly outlines how it will deal with issues faced by the identified 'protected groups';
- producing regular information for all staff and governors about the scheme and how it is working;
- ensuring that all staff understand their responsibilities under the scheme and arranging any training and support needed;
- taking appropriate action in cases of harassment and discrimination, including racist bullying, homophobic bullying and bullying related to gender or disability.

All staff are responsible for:

- dealing effectively with racist, homophobic and other hate incidents; recognising bias and stereotyping;
- promoting equal opportunities and good race relations;
- avoiding discrimination against anyone for reasons of ethnicity, disability or gender;

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- keeping up to date with laws on discrimination;
- taking up training and learning opportunities.

The Headteacher has overall responsibility for dealing with bullying, hate-incidents or discrimination.

Headteacher and staff are responsible for ensuring that visitors and contractors are aware of and adhere to the Schools Single Equality Scheme.

### **How we will meet our responsibilities in relation to the Equality Act**

In order to meet its responsibilities in relation to the Equality Act the academy has undertaken Equality Impact Assessments on all of our policies, plans, projects and functions. These assessments have allowed us to identify barriers to achieving equality for all and eliminate all forms of discrimination in a school setting.

### **Consultation and involvement**

It is a requirement that our practice is informed by the input of staff, pupils and parents and carers. We have achieved this by using the following:

- feedback from the annual parent questionnaire, parents' evening,
- input from staff meetings / INSET
- feedback from the school council, PSHE lessons
- issues raised in annual reviews or reviews of progress on individual pupils
- feedback at Governing body meetings

### **Monitoring and Reviewing**

We monitor the equality information informally if any issues need to be addressed and annually through the Governing Body

### **Publishing and promoting the Scheme**

The Scheme has been agreed by the school's Governing Body and will be published in the following ways:

- Copies of the scheme will be made available to all staff and governors
- The Scheme will be published on the school's website