



Equality Policy

Policy Review	
Review Schedule	Annually
Review Committee	Governing Body
Date of Last Review	OCTOBER 2022
Date of Next Review	OCTOBER 2023

Head Teacher Signature <i>C. Beatty</i>	Date Signed 3. 10. 22
Governor Signature <i>M. Caldecott</i>	Date Signed 10. 10. 2022

Aldwyn Primary School is a caring school and we aim to provide a high quality education to all our pupils within a secure environment. We hope that they will leave us with confidence, positive memories and a value of their time at Aldwyn Primary School

The Equality Act – Statutory Requirements

The equality objectives address our duties under current equality legislation, up to and including The Equality Act 2010. The three aims are to:

- To eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not.

This scheme outlines how we fulfil this duty, including a set of specific measurable targets.

School Aims

We aim to always be our best at Aldwyn Primary School, we will:

- Care for people and property;
- Value others at all times;
- Listen, think and follow instructions;
- Be helpful, kind and polite; and
- Enjoy and achieve in all our work.

This policy sets out our commitment to promoting equality and eliminating sexual discrimination and harassment.

At Aldwyn Primary school we will continuously strive to ensure that everyone is treated with respect and dignity. Each person will be given fair and equal opportunities to develop their full potential regardless of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race
- Religion or belief – including lack of belief
- Sex
- Sexual orientation

How we chose our equality objectives

Our equality objective-setting process has involved gathering evidence as follows:

- by using Guidance for Schools as supplied by Tameside LA and through the Associate Head Teacher, SENCO, PHSCE Manager and Emotional Wellbeing TA's maintaining constructive links with Parents/Carers, pupils, staff and governors throughout the school and identifying and making links whenever and wherever possible

Objectives were chosen to:

- eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the act.
- advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics listed below – between people who share a protected characteristic and people who do not.
 - age
 - disability
 - gender reassignment
 - marriage or civil partnership
 - pregnancy or maternity
 - race
 - religious belief – including lack of belief
 - sex
 - sexual orientation

The school will work actively to promote equality and foster positive attitudes and commitment to an education for equality.

This we will do by:

- Treating all those within the school community (e.g. pupils, staff, governors, parents and the outside community) as individuals with their own particular abilities, beliefs, challenges, attitudes and backgrounds
- Maintaining a school ethos which promotes equality, develops understanding and challenges, myths, stereotypes, misconceptions and prejudices
- Encouraging everyone in our school community to gain a positive self-image and high esteem
- Having high expectations of everyone involved with the whole school community
- Promoting mutual respect and valuing each other's similarities and differences and facing equality issues openly and honestly
- Identifying, challenging and removing all practices, procedures and customs which are discriminatory and replacing them with practices that are fair to all
- Monitoring, evaluating and reviewing all the above to secure continuous improvement in all that we do

Roles and Responsibilities

This equality scheme links to other policies and action plans that the school produces including the School Development Plan.

This equality scheme outlines the roles and responsibilities of everyone involved and connected with the school so that each person knows what is expected of them. Promoting equality and raising the achievement of all.

Responsibilities

One named governor, Marc Caldecott takes the lead, but the **governors** as a whole are responsible for:

- drawing up, publishing and implementing the school's equality policy
- making sure the school complies with the relevant equality legislation; and
- making sure the school Equality Policy and its procedures are followed
- monitoring progress towards the equality objectives and reporting annually

The **head teacher** is responsible for:

- making sure steps are taken to address the school's stated equality policy;
- making sure the equality, access and community cohesion plans are readily available and that the governors, staff, pupils, and their parents and carers know about them;
- making sure all staff know their responsibilities and receive training and support in carrying these out; and
- taking appropriate action in cases of harassment and discrimination, including prejudice-related incidents.
- anticipating and enabling reasonable adjustments to be made, in relation to disability, in regard to students, staff, parents / carers and visitors to the school.

All staff are responsible for:

- promoting equality and community cohesion in their work
- avoiding unlawful discrimination against anyone
- fostering good relations between groups
- dealing with prejudice-related incidents
- being able to recognise and tackle bias and stereotyping
- taking up training and learning opportunities

Visitors and contractors are responsible for:

- following relevant school policy

Monitoring and Review

This Policy will be monitored and reviewed on an annual basis by the Headteacher and the Governing Body in the following ways:

- Individual attainment data will be used to measure the effectiveness of this policy on student achievement.
- Equal opportunities recruitment data.
- Equality impact assessments.
- Ofsted inspection judgements on equality and diversity.
- Incident records relating to harassment and bullying.

Prevent Statement

At Aldwyn Primary School we aim to:

- Be aware of and recognise pupils and families in our school community that are at risk of radicalisation.
- To undertake and disseminate any necessary and relevant training to all school staff.
- Report any signs of radicalised behaviour to the relevant bodies either internally to the Senior Management Team or to the relevant external bodies (DofE Guidelines: Keeping Children Safe In Education, September 2016).
- We aim to promote our British Values including:
 - Forgiveness
 - The Rule of Law
 - Individual Liberty
 - Mutual Respect
 - Tolerance for those of different faiths and beliefs

Safeguarding Statement

At Aldwyn Primary School, the welfare and safety of our children is our paramount concern. We will promote the health, well-being and safety of the pupils in all we do. All our children have the right to protection, regardless of age, gender, race, culture or disability. They have a right to be safe in our school. We take seriously our duty to safeguard and promote the welfare of the children in our care.

Safeguarding children is everyone's responsibility