



WHITEHALL PRIMARY SCHOOL

EQUALITY POLICY



EQUALITY AND DIVERSITY STATEMENT

Our Ethos

The mission statement of our school talks of valuing the individuality of all our children. We are committed to giving all our children every opportunity to achieve the highest of standards. Within this ethos of achievement, we do not tolerate bullying and harassment of any kind. This policy helps to ensure that this school promotes the individuality of all our children and people who work within our school, irrespective of ethnicity, attainment, age, disability, gender or background. We aim to reflect the multi-ethnic nature of our society and ensure that the education we offer fosters positive attitudes to all people.

Legal Duties

As a school we welcome the introduction of the Public Sector Equality Duty (PSED) under the Equality Act 2010. The PSED requires the school to **'have due regard to the need to'**:

- eliminate discrimination and other conduct prohibited by the act,
- advance equality of opportunity between people who share a protected characteristic and those who do not share it,
- foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

We understand the principal 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:

- disability
- race (includes ethnic or national origins, colour or nationality)
- gender (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief (includes lack of religion or belief)
- sexual identity
- age (for employees only)
- marriage and civil partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do undertake specific duties. These are to:

- Publish equality information – to demonstrate compliance with the PSED
- Prepare and publish equality objectives.

We will not publish any information that can specifically identify any child

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 school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents.

Our objectives will detail how we will ensure equality is applied to the provisions 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.

Equality objectives will be reviewed and updated annually to reflect changing school demographics, emerging needs, and progress made. Specific measurable targets will be set, and outcomes will be reported to the governing body and published on the school website to ensure transparency and accountability.

Promoting Equality Duties

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

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.
- Make reasonable adjustments to the curriculum, resources and buildings to try to avoid a disabled pupil being placed at a disadvantage. This includes providing auxiliary aids or services for disabled pupils.
- 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 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 prejudice related incidents occur we address them immediately and with equal priority. Racist incidents are reported to the Local Authority using their guidance material.

Responsibility

We believe that promoting Equality is the whole school's responsibility:

School Community	Responsibility
Governing Body	Involving and engaging the whole school 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; what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that all members of staff have appropriate skills to deliver information about equality including raising pupil awareness. Ensuring that all members of staff are aware of their responsibility to record and report prejudice related incidents.
Senior Leadership Team	To support the Head teacher as above Ensuring fair treatment and access to services and opportunities. Ensuring that all staff is aware of their responsibility to record and report prejudice related incidents
Teaching Staff	Helping to deliver the right outcomes for pupils. Upholding the commitment made to pupils and parents/carers on how they can be expected to be treated. Designing and delivering an inclusive curriculum Ensuring teachers are aware of the responsibility to record and report prejudice related incidents.
Non-Teaching Staff	Supporting the school and the governing body in delivering a fair and equitable service to all stakeholders Upholding the commitment made by the head teacher on how pupils and parents/carers can be expected to be treated Supporting colleagues within the school community Ensuring non-teaching staff are aware of the responsibility to record and report prejudice related incidents
Parents / Carers	Taking an active part in identifying barriers for the school community and informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to meet the duties under the Equality Act.
Pupils	Supporting the school to achieve the commitment made to tackling inequality. Reporting any prejudice related incident to an adult.

Local Community Members	Taking an active part in identifying barriers for the school community and informing the governing body of actions that can be taken to eradicate these. Taking an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.
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We will ensure that the whole school community is aware of the Equality Policy, our published equality information and equality objectives by publishing them on the school website.

Impact of Equality Policy on curriculum and teaching

The school will ensure that its equality policy actively supports the delivery of a broad and balanced curriculum that reflects the diversity of the school community and wider society. Staff training will include awareness of equality issues relevant to curriculum planning and delivery, including oracy and writing priorities.

Training and Awareness for Staff

All staff will receive regular training on equality, diversity, and inclusion to raise awareness of unconscious bias, cultural competency, and effective strategies for promoting equality in the classroom and wider school environment.

Involving Pupils

The school will actively involve pupils in the development and review of equality objectives through surveys, focus groups, and representation on relevant committees to ensure their voices inform policy and practice.

Addressing Intersectionality

The school recognises that individuals may experience overlapping forms of discrimination or disadvantage (intersectionality) and will take this into account when developing policies, objectives, and interventions.

Reasonable Adjustments and Accessibility

The school will regularly review accessibility of its premises, curriculum, and resources to ensure compliance with the Equality Act 2010 and the Accessibility Plan. Reasonable adjustments will be proactively identified and implemented to remove barriers to learning and participation for pupils with disabilities and other protected characteristics.

Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

Any concerns about considerations of equality are addressed with the Headteacher.

Links to other documents

Please also see:

Behaviour and Anti-bullying policy

SEND policy

Admissions policy

Accessibility plan within the SEND policy and Information Report

Classroom and whole-school risk assessments

Complaints

Complaints with regard to this policy will be dealt with via the schools complaints procedure, a copy of which is available from the school office. Further guidance for parents and carers (Appendix 1) and school governors (Appendix 2) on the Equality Act 2010 can be found on Leicester City Council's Website.

Monitor and Review

Every three years we will review this policy in relation to any changes in our school profile.