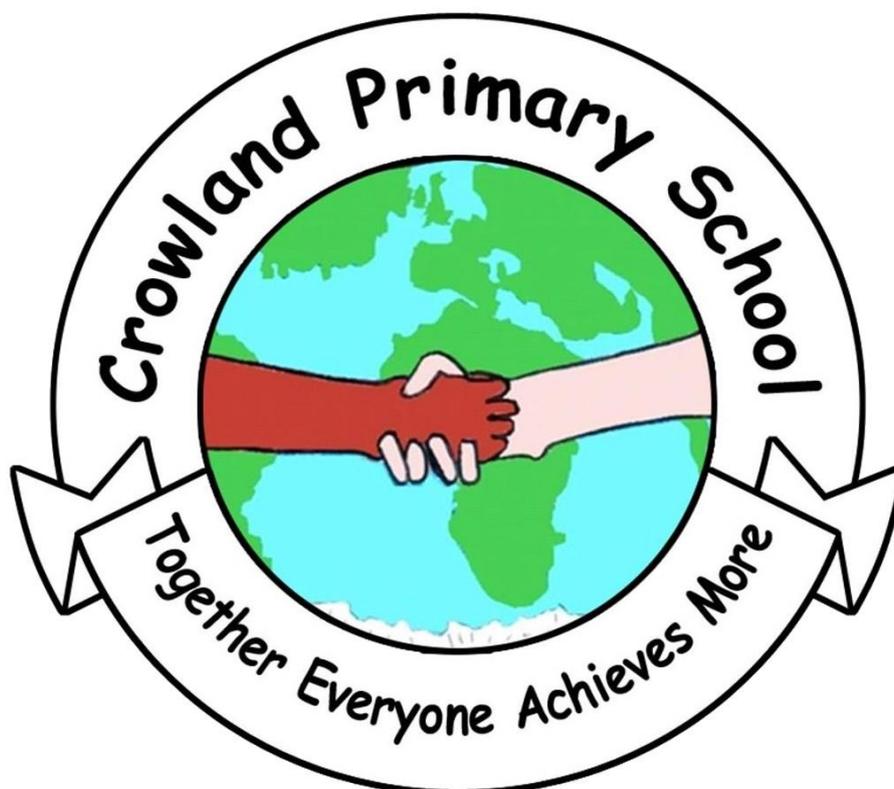


CROWLAND PRIMARY SCHOOL



EQUALITY DUTY & IMPACT ASSESSMENT [EQ1.2]

Last updated : October 2020		
Governing Body :		
Status : Guidance	Index : Equalities	Website : N

Crowland Primary School

EQUALITY DUTY & IMPACT ASSESSMENT [EQ1.2]

Review and Progress Update

1. Reason for the Report

The reason for this report is to summarise the progress made in implementing the Equality Scheme and its related Policies and to review Impact Assessments.

2. Background

The School is required by law to ensure that its policies, procedures and actions:

- Eliminate unlawful discrimination
- Promote equality of opportunity
- Promote good relations between different equality groups

These are all matters strongly embedded centrally in the Crwoland Ethos. The School would wish to actively promote these. To achieve this Crwoland has adopted a range of policies to outlining values and intentions. Action plans are drawn up annually to outline specific activities planned to further our aims.

3. The Index of Policies and Documents Report

3.1 The overview summary is shown in the INDEX of POLICIES. This is a document updated systematically to reflect ongoing updates throughout the year.

3.2 The Index points to the School's timetable to systematically review policies and procedures so that they are regularly updated and sharpened so as to make a positive contribution to our drive towards equality.

3.3 This Index points to each of the School's individual policies that make up the overall duty.

3.4 This Index points to the action plans which show the progress made in their implementation.

Equality Scheme related Policies and Action Plans

EQUALITIES [EQ]		SCHOOL IMPROVEMENT [S]	
[EQ1.1] Equality Scheme	Statutory	[S1] Vision & Ethos	
[EQ1.2] Equality Impact Assessment;	Statutory	Whole School Targets Termly Update	
[EQ1.3] Haringey Equality Scheme Guide		[S3] SDP Executive Summary	Statutory
[EQ2] Equal Opportunities	Statutory	[S4] Costed SDP by CFR Code	
[EQ3] Accessibility Policy	Statutory	[S5] Self Evaluation Form [SEF]	
[EQ4] Gender Equality Policy		[S6] Plan of Pupil Premium Use	
[EQ5] Race Equality	Statutory	[S7] Premises Development Priority Plan	
[EQ6] Religious Equality Policy		[S8.1] Accessibility Action Plan	Statutory
[EQ7] Sex and Relationships Education	Statutory	[S8.2] Gender Equality Action Plan	Statutory
[EQ8] Sexual Orientation Policy	Statutory	[S8.3] Race Equality Action Plan	Statutory
[EQ9] Spiritual Equality	Statutory		
[EQ10] Community Cohesion			
[EQ11] Child Employment Law	Law		

4. Summary

Action Plans show that good progress has been made in implementing the intended activities. These Plans are working documents and are subject to evaluation each year. They are revised for each academic year as part of the standard whole-school development planning procedures.

5. Equality Impact Assessments

A requirement of the legislation is that the School assesses what it does in terms of its impact on equality. The school has built into its standard termly review process an assessment of equality performance for all subject, pastoral (year team) and intervention areas. This facilitates regular scrutiny of equality performance indicators with analysis steering subsequent, and rapid, follow on measures.

6. Risk Implications and Financial Implications

Failure to treat stakeholders in the spirit of fairness and equally is liable to damage the reputation of the school leading to issues in both the recruitment and retention of staff and pupils.

7. Learner Implications

Treating pupils' in ways that recognise their particular needs, aiming to support appropriately in those areas, will enhance their ability to benefit from what the school has to offer and raise aspirations, confidence and outcomes.

8. Policy Implications

The Index points to whole school policies and plans which are steered by the assessment of the impact of any changes made on any of the equality dimensions. An assessment guide [EQ1.3a] informs review of policies and equality assessment.

9. Recommendations

Governors continue to systematically review and update policies and thereby supports the efforts of the School to have 'Equality' at the heart of all it does.