



Gorse Hill Primary School
Equality, Diversity & Inclusion Plan 2023-2024
Reviewed July 2023



1. Vision statement
2. Mainstreaming equality into policy and practice
3. Equal Opportunities for Staff
4. Equality and the law
 - a. Race
 - b. Disability
 - c. Gender
 - d. Sexual orientation
 - e. Community cohesion
5. Consultation
6. Roles and Responsibilities
7. Tackling discrimination
8. Review of progress and impact
9. Publishing the plan
10. Action Plan

1. Values & Vision statement:

At Gorse Hill School, we encourage all members of our community to *'be the best version of themselves, all of the time.'* We do this through the teaching and living of our CARE Values which encourage our pupils to take care of themselves, others and the environment they live in. Our CARE Values as a vehicle to promote a sense of inclusion and support our children's personal development, well-being and safety.



At Gorse Hill Primary School, we aim to provide a broad and ambitious curriculum and learning environment which inspires each child's passion for learning. Our curriculum provides a wealth of opportunities for pupils to broaden their understanding of the wider world and is underpinned by four Golden Threads, unique to our context: *knowledge rich, language rich, experience rich* and a focus on *values and community*. Our vision, is based on the premise that all that children have the right to fulfil their unlimited potential, irrespective of background, and develop into independent, healthy and confident individuals who achieve the very best that they can. We constantly seek ways to motivate and inspire children so that learning is interesting and achievement is high. It is very important that parents and the school work in partnership to provide the very best start to children's academic lives.

Ongoing self-evaluation is recognised by leaders as crucial to the school's continued success and, as a result, the school commissioned a review by an Inclusion Quality Mark assessor in January 2023 to undertake an independent review of the school against eight elements of inclusive practice. This resulted in the school being awarded the Inclusion Quality Mark.

2. Mainstreaming equality into policy and practice:

The school operates equality of opportunity in its day-to-day practice in the following ways.

Teaching and learning

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, we will:

- Use our school's CARE Values as a set of core values/principles to underpin our/our pupils' conduct, actions and behaviours;
- Use contextual data to improve the ways in which we provide support to individuals and groups of pupils;
- Monitor achievement data by ethnicity, gender, SEN and disability and action any gaps;
- Take account of the achievement of all pupils when planning for future learning and setting

challenging targets;

- Ensure equality of access for all pupils and prepare them for life in a diverse society;
- Use materials that reflect the diversity of the school, population and local community in terms of race, gender and disability, without stereotyping;
- Promote attitudes and values that will challenge racist and other discriminatory behaviour or prejudice;
- Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
- Seek to involve all parents in supporting their child's education;
- Encourage classroom and staffroom discussion of equality issues which reflect on social stereotypes, expectations and the impact on learning;
- Include teaching and classroom-based approaches appropriate for the whole school population, which are inclusive and reflective of our pupils.

Admissions and exclusions

Our admissions arrangements are fair and transparent and do not discriminate on race, gender, disability or socio-economic factors.

Suspensions and exclusions will always be based on the school's Behaviour Policy. We will closely monitor suspensions and exclusions to avoid any potential adverse impact and ensure any discrepancies are identified and dealt with.

3. Equal Opportunities for Staff:

This section deals with aspects of equal opportunities relating to staff at Gorse Hill Primary School.

We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. However, we are concerned to ensure wherever possible that the staffing of the school reflects the diversity of our Gorse Hill School community.

Employer duties

As an employer, we need to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce. Equality aspects such as gender, race, disability, sexual orientation, gender re-assignment and faith or religion are considered when appointing staff and particularly when allocating Teaching and Learning Responsibilities (TLR) or re-evaluating staff structures, to ensure decisions are free of discrimination.

Actions to ensure this commitment is met include:

- Monitoring recruitment and retention, including bullying and harassment of staff;
- Continued professional development opportunities for all staff;
- Senior Leadership Team support to ensure equality of opportunity for all.

4. Equality and the law:

There are a number of statutory duties that must be met by every school in line with legislation from the Disability Equality Duty (2005), Equality Act (2006) and the Equality Act (2010) Public Sector Equality Duty

Under the Equality Act 2010, it is unlawful to discriminate against a pupil or prospective pupil by treating them less favourably on the basis of a 'protected characteristic.' The **protected characteristics are:**

- Sex
- Race

- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity

A person's age is also a protected characteristic in relation to employment, and in regard to the provision for goods and services. It does not however apply to pupils, and so the school is free to arrange pupils in classes based on their age group with materials appropriate to them.

The Equality Act 2010 introduced a single Public Sector Equality Duty which applies to public bodies, including schools that are either LA maintained or an Academy. The school must have due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the act
- Advance equality and opportunity between people who share a prohibited characteristic and people who do not share it.
- Foster good relationships across all characteristics, between people who share a protected characteristic and people who do not share it.
- Having due regard in this context means that when significant decisions are being taken, thought must be given to the equality implications.

4a. Race Equality

The definition of race includes colour, nationality and ethnic or national origins.

4b. Disability

This section should be read in conjunction with the school's Special Educational Needs Policy and Accessibility Strategy.

The Equality Act 2010 defines a disabled person as someone who has 'a physical or mental impairment which has a substantial or long-term adverse effect on his or her ability to carry out normal day-to-day activities'.

People with HIV, multiple sclerosis and cancer (although not all cancers) are deemed disabled before they experience the long-term and substantial adverse effect on their activities.

Section 18 has been amended so that individuals with a mental illness no longer have to demonstrate that it is "clinically well-recognised", although the person must still demonstrate a long-term and substantial adverse impact on his/her ability to carry out normal day-to-day activities.

Legal duties

The Equality Act 2010 places a general duty on schools, requiring them to have due regard for the following when carrying out and delivering services:

- Promoting equality of opportunity between disabled people and other people;
- Eliminating discrimination and harassment of disabled people that is related to their disability;
- Promoting positive attitudes towards disabled people;
- Encouraging participation in public life by disabled people;
- Taking steps to meet disabled people's needs, even if this requires more favourable treatment.

Under our specific duty, we will:

- Prepare and publish an Equality Plan, which covers the requirements for a Disability Equality Scheme, identifying our disability equality goals and actions to meet them;
- Review and revise this Scheme every three years.

4c. Gender Equality

The Gender Equality Duty 2006 places a general and specific duty on schools to eliminate unlawful discrimination and harassment on the ground of gender and to promote equality of opportunity between female and male pupils and between women and men and transgender people. Under our general duty we will actively seek to:

- Eliminate unlawful discrimination and harassment on grounds of sex and gender reassignment;
- Promote equality between men and women.

Under our specific duty, we will:

- Prepare and publish an Equality Plan which covers the requirements for a Gender Equality Scheme identifying our gender equality goals and actions to meet them;
- Review and revise this Scheme every three years.

The Equality Act 2006 made provision for regulations to be introduced to extend protection against discrimination on grounds of religion or belief to sexual orientation.

The Equality Act (Sexual Orientation) Regulations 2007 came into force on 30 April 2007 and makes discrimination unlawful in the area of goods, facilities and services on grounds of sexual orientation. For schools this means admissions, benefits and services for pupils and treatment of pupils.

4e. Community cohesion

The Education and Inspections Act 2006 inserted a new section 21(5) to the Education Act 2002 introducing a duty on the governing bodies of state schools to promote community cohesion.

Community cohesion encompasses promoting good relations between pupils from different races, faiths / beliefs and socio-economic backgrounds. The duty came into force on 1 September 2007.

5. Consultation and involvement:

It is a requirement that the development of this plan and the actions within it have been informed by the input of staff, pupils and parents and carers. We have achieved this by using the following to shape the plan:

- Feedback from the bi-annual parent questionnaire, Parents' Evening, parent-school forum meetings or governors' parent-consultation meeting;
- Input from staff surveys or through staff meetings / INSET;
- Feedback from the School Council, PSHE/RHSE lessons or wider pupil surveys;
- Issues raised in annual reviews or reviews of progress on Individual Education Plans/Personalised Provision Maps, mentoring and support;
- Feedback at Local Governing Body meetings.

6. Roles and Responsibilities:

The Role of Governors

The governing body has set out its commitment to equal opportunities in this plan and it will continue to do all it can to ensure that the school is fully inclusive to pupils, and responsive to their needs based on the protected characteristics.

The governing body seeks to ensure that people are not discriminated against when applying for jobs at our school on grounds of the protected characteristics.

The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities, and also strive to make school communications as inclusive as possible for parents, carers and pupils.

The governors welcome all applications to join the school, whatever a child's socio-economic background, race, gender or disability.

The governing body ensures that no child is discriminated against whilst in our school on account of their race, sex or disability, gender, religion and belief or the fact that they may be undergoing gender reassignment.

The Role of the Headteacher

It is the headteacher's role to implement the school's Equality Plan and they are supported by the governing body in doing so.

It is the headteacher's role to ensure that all staff are aware of the Equality Plan, and that teachers apply these guidelines fairly in all situations.

The headteacher ensures that all appointment panels give due regard to this plan, so that no-one is discriminated against when it comes to employment or training opportunities.

The headteacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people and equal opportunities to participate in all aspects of school life.

The headteacher treats all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, with due seriousness.

The role of all staff: teaching and non-teaching

All staff will ensure that all pupils are treated fairly, equally and with respect, and will maintain awareness of the school's Equality Policy and objectives.

All staff will strive to provide material that gives positive images based on race, gender and disability, and challenges stereotypical images.

All staff will challenge any incidents of prejudice, racism or homophobia, and record any serious incidents, drawing them to the attention of the headteacher.

Teachers support the work of wider school ancillary staff or support staff and encourage them to intervene in a positive way against any discriminatory incidents.

7. Tackling discrimination:

Harassment or victimisation on account of race, gender, disability or sexual orientation, gender reassignment or pregnancy is unacceptable and is not tolerated within the school environment.

All staff are expected to deal with any discriminatory incidents that may occur. They are expected to know how to identify and challenge prejudice and stereotyping, and to support the full range of diverse needs according to a pupil's individual circumstances.

Staff and governors should be aware of both direct and indirect discrimination and understand the differences.

Direct discrimination occurs when one person treats another less favourably because of a protected characteristic.

Indirect discrimination occurs when a 'provision, criterion or practice' is applied generally but has the effect of putting people with a particular characteristic at a disadvantage.

Racist and homophobic incidents and other incidents of harassment or bullying are dealt with by the member of staff present, escalating to a class teacher / headteacher where necessary. All incidents are reported to the headteacher and racist incidents are reported to the governing body and local authority on a termly basis.

What is a discriminatory incident?

Harassment is defined in the Equality Act 2010 as "unwanted conduct, related to a relevant protected characteristic, which has the purpose or effect of violating a person's dignity or an intimidating, hostile, degrading, humiliating or offensive environment for that person"

Victimisation occurs when a person is treated less favourably, than they otherwise would have been because of something they have done ("a prohibited act") in connection with the Act. Eg. Making an allegation of discrimination.

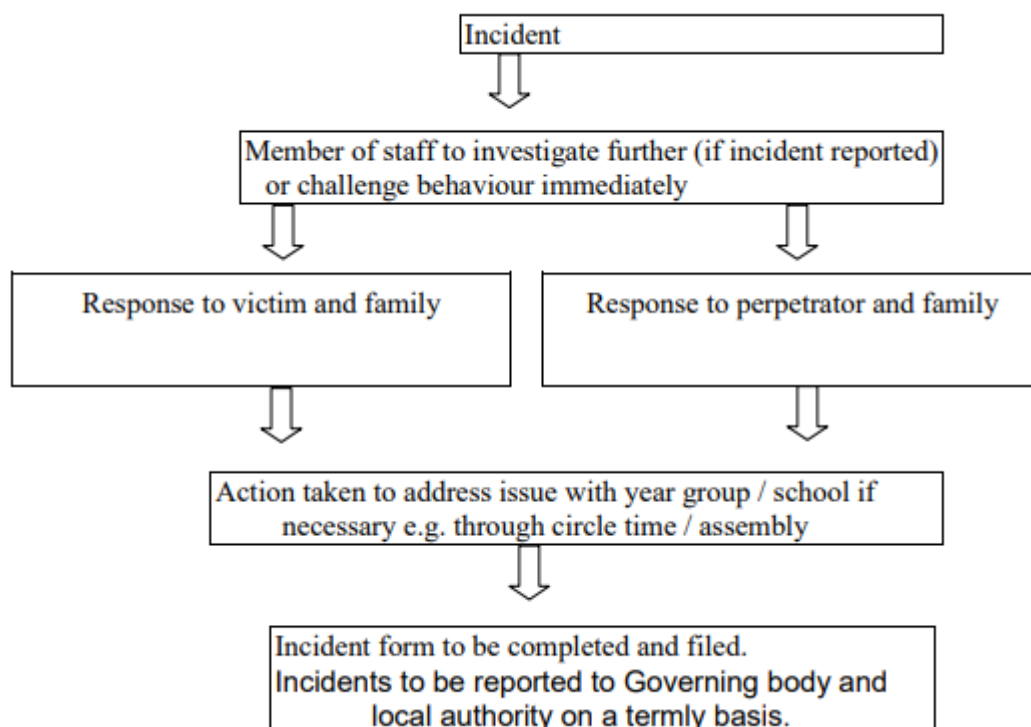
Types of discriminatory incident

Types of discriminatory incidents that can occur are:

- Physical assault against a person or group because of their colour, ethnicity, nationality, disability, sexual orientation or gender;
- Use of derogatory names, insults and jokes;
- Racist, sexist, homophobic or discriminatory graffiti;
- Provocative behaviour such as wearing racist, sexist, homophobic or discriminatory badges or insignia;
- Bringing discriminatory material into school;
- Verbal abuse and threats;
- Incitement of others to discriminate or bully due to victim's race, disability, gender or sexual orientation;
- Discriminatory comments in the course of discussion;
- Attempts to recruit others to discriminatory organisations and groups;
- Ridicule of an individual for difference e.g. food, music, religion, dress etc;
- Refusal to co-operate with other people on grounds of race, gender, disability or sexual orientation.

Responding to and reporting incidents

It should be clear to pupils and staff how they report incidents. All staff, teaching and nonteaching, should view dealing with incidents as vital to the well-being of the whole school. A suggested procedure for responding and reporting is outlined below:



8. Review of progress and impact:

The objectives have been agreed by our Governing Body. We have a rolling programme for reviewing our school policies and their impact. In line with legislative requirements, we will review progress against our Equality objectives annually and review the entire plan and accompanying action plan on a four-year cycle.

We make regular assessments of pupils' learning and use this information to track pupil progress.

As part of this process, we regularly monitor achievement by ethnicity, gender and disability, to ensure that all groups of pupils are making the best possible progress, and take appropriate action to address any gaps.

9. Publishing the objectives and demonstrating compliance:

In order to meet the statutory requirements to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to prepare and publish objectives, we will:

- Raise awareness of the objectives through the school newsletter, assemblies, staff meetings and other communications;
- Make sure hard copies are available.

Information that demonstrates how the school is complying will be published at least annually, and information on objectives at least every four years.

Publication of information in future years should include evidence of the progress made against the objectives set. The information released does not simply have to be statistical data but can for example include minutes from governing body meetings that demonstrates progress.

10. Action Plan

Equality Strand	Action	Success Criteria	Person responsible	Timescale	Impact statement
All	To publish and promote the equality plan to all stakeholders.	All stakeholders have access to a published equality plan. Stakeholders have opportunities to assess the impact of the plan, influencing the evaluation process and future target setting.	Headteacher	Published September 2023. Annual review by Headteacher and LGB.	
All	To monitor and analyse pupil achievement by race, gender and disability, EAL and act on any trends or patterns in data that require additional support.	Pupil achievement for equality groups is at least in line with national benchmarks, with gaps narrowed through effective monitoring and intervention. Achievement of EAL pupils is closely monitored and intervention implemented when necessary.	Senior Leaders	Termly review. Pupil Progress Meeting and reports to LGB.	
All	To ensure that displays in classrooms and communal areas of the school promote diversity in terms of race, gender and disability, and are inclusive of the school's demographic.	Diversity reflected within school displays and materials used within classrooms. Classroom environment expectations implemented in all classrooms.	School staff	Ongoing. Environment review at the start of each term.	
All	To ensure that pupils are provided the opportunity to make a positive contribution to the life of the school.	Pupil Leadership Team / School Council is representative of different groups of pupils.	School staff	Ongoing.	
Race and Equality	To identify, respond and report racist incidents as outlined. To report data to the LGB and Trust on a termly basis.	Staff, parents and pupils feel that incidents are responded to effectively by staff / leaders. Reporting guidance is consistently followed.	Headteacher School staff (monitored by SLT)	Ongoing. Reporting to LGB and Trust on a termly basis.	

		Governors are regularly informed of an recorded incidents involving equality groups.			
Gender Equality Duty	<p>To ensure opportunities arranged within school allow for equal access and representation between boys and girls.</p> <p>To ensure that stereotypes around gender are challenged and that pupils are educated about gender equality.</p>	<p>Equal representation / opportunity provided for boys and girls.</p> <p>Extra-curricular opportunities are accessible for boys and girls.</p> <p><i>Lifting the Limits</i> and the PSHE curriculum is effectively implemented.</p> <p>Assembly calendar includes awareness around gender equality.</p>	<p>Headteacher</p> <p>PSHE Lead</p> <p>School staff</p>	Ongoing.	
Disability Equality Duty	<p>To ensure pupils with a disability are actively involved in school activities.</p> <p>To ensure that there is effective transition to support pupils between classes and schools.</p>	<p>Pupils with a disability participate within extra-curricular provision.</p> <p>Pupils, parents and staff have opportunities to meet and discuss relevant issues before commencing a new school year / moving to a new educational setting.</p>	<p>SENCo</p> <p>School staff</p>	<p>Ongoing.</p> <p>Term 6 for transition.</p>	
Equalities / protected characteristics	To ensure that pupils are made aware of issues relating to equality groups through a planned assembly programme and curriculum opportunities.	<p>Assembly calendar includes awareness around equality groups.</p> <p>Thought of the Week themes link to themes of equality.</p>	<p>Headteacher</p> <p>PSHE Lead</p>	Termly.	
Celebrate cultural events throughout the year to increase children's and families awareness and understanding of different communities.	<p>To implement a cultural calendar that enables pupils to learn about the culture and beliefs of others.</p> <p>To monitor the implementation of the school's RE curriculum.</p>	<p>Cultural calendar equips pupils with opportunities to learn about and celebrate the beliefs and cultural experiences of others.</p> <p>RE curriculum is implemented effectively, in turn broadening children's knowledge of the faiths and beliefs of others.</p>	<p>Headteacher</p> <p>RE Lead</p>	Termly.	

Appendix A

ENSURING EQUALITY OF OPPORTUNITY AND PARTICIPATION

The school will ensure that:

- o Pupil achievement is monitored by race, gender and disability and any trends or patterns in the data that may require additional action to narrow the gap are addressed;
- o All staff are aware of the school's Equality Plan;
- o There is an inclusive approach to ensuring all pupils are given the opportunity to make a positive contribution to the life of the school class assemblies; fund raising etc;
- o Disabled children can take part in all aspects of the curriculum, including educational visits and journeys; lunchtime activities; PE and dance and assemblies;
- o Staff, pupils, parents and carers will continue to be involved in the future development of the Equality Plan through input and feedback from surveys, staff meetings, school council meetings, Parents' Evenings etc.

The school will provide:

- o Extra and additional support for pupils who are under-achieving, in order to make progress in their learning and their personal well-being, e.g. ensuring that children with visual impairment have accessible texts; that children with hearing impairment have an enhanced acoustic classroom environment;
- o Additional support for parents of under-achieving children (e.g. reporting progress; discussing needs);
- o Additional support for disabled parents/carers and staff to help them to play a full part in the life of the school (e.g. providing a sign interpreter for a deaf parent; ensuring that meetings are held in the most accessible parts of the school to support wheelchair users).

PROMOTING POSITIVE ATTITUDES AND MEETING NEEDS

The school will:

- o Promote positive images which reflect the diversity of the school and community in terms of race, gender and disability, for example in assemblies, books, publications and learning materials and in classroom/corridor display.
- o Actively seek to recruit disabled people to the school and support them in their work and career development, and try to reflect the diversity of the school community in its workforce;
- o Actively seek to recruit disabled people to the governing body and make reasonable adjustments to ensure that they can fully participate and contribute;
- o Provide reasonable means for children, young people, their friends and families to interact with people from different backgrounds and build positive relationships, including links with different schools and communities;

- o Provide extended services, with opportunities for pupils, families and the wider community to take part in activities and receive services which build positive interaction and achievement for all groups;
- o Supporting disabled pupils in the period of transition between primary and secondary school to ease the stress of moving and increase familiarity with new surroundings;
- o Helping children and young people to understand others and value diversity;
- o Promoting shared values, awareness of human rights and how to apply and defend them;
- o Developing skills of participation and responsible action – for example through the new 'Identity and Diversity: living together in the UK' strand of citizenship education.

ELIMINATING DISCRIMINATION AND HARASSMENT

The school will:

- o Develop and adapt its procedures on anti-bullying to include equality perspectives;
- o Support staff to challenge and address any bullying and harassment that is based on a person's race, gender or ethnicity;
- o Keep a record and report how these incidents are dealt with to the governing body and local authority on a termly basis;
- o Review its approach to race, gender and disability bullying and harassment whenever it reviews its policy on behaviour.

MONITORING IMPACT

- o The school will collect and analyse evidence and data on children's achievement, attendance and participation by race, gender and disability, and use this to inform strategies to raise achievement;
- o The governing body will report annually in the annual report to parents on the effectiveness and success of its Equality Plan. We will place the report alongside the plan on our website.

List of equality objectives 2022/23:

Equality Objectives

1. Monitor and analyse children's achievement in the school by gender, race and disability and act on any trends or patterns in the data that require additional support for pupils
2. Ensure the governing body actively seeks the views of the different groups represented in the community
3. Ensure that resources and displays around the school promote diversity

4. Celebrate cultural events throughout the year to increase children's and families awareness and understanding of different communities

5. Monitor and track the progress of children with EAL and develop staff knowledge and skills when supporting them