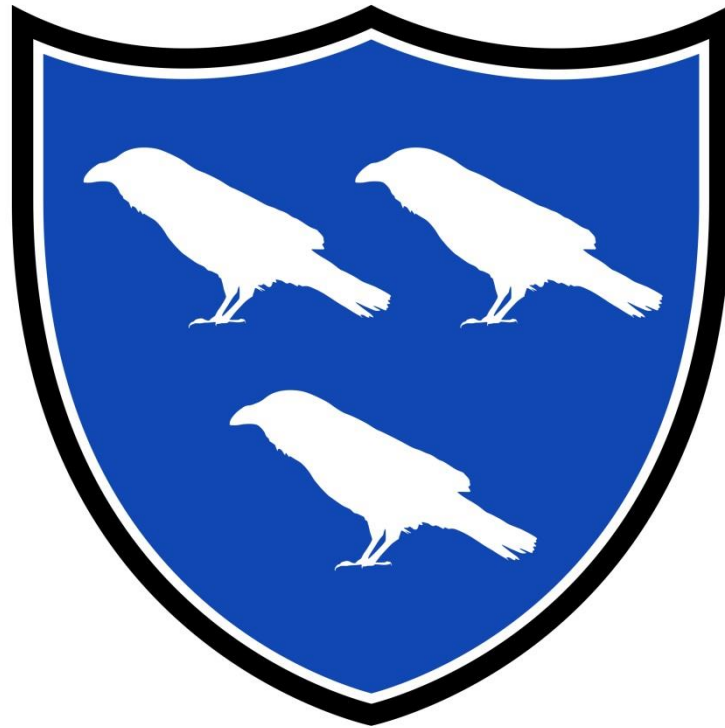


Valley Primary School



Equality Policy

Updated: December 2017

Review Date: December 2021

Equality Information and Objectives.

Valley Primary School aims to meet its obligations under the Public Sector Equality Duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010.
- 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 share it.

Legislation and Guidance

This document meets the requirements under the following legislation:

- The Equalities Act 2010 which introduced the public sector equality duty and protects people from discrimination.
- The Equality Act 2010 (specific duties) Regulations 2011, which requires schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives.

This document is also based on Department for Education (DFE) guidance: The Equality Act 2010 and complies with our funding agreement and articles of association.

Roles and Responsibilities

The Governing Body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, and that they are reviewed and updated at least once every four years.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Head Teacher.

The Head Teacher will:

- Promote knowledge and understanding of the equalities objectives amongst staff and pupils.
- Monitor success in achieving the objectives and report back to Governors.

The designated member of staff for equality will:

- Support the Head Teacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils.
- Support the Head Teacher in identifying any staff training needs, and deliver training as necessary

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in this policy.

Mrs Bradley is the designated member of staff for equality.

Eliminating discrimination

The School is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September.

The schools have a designated member of staff for monitoring equality issues.

Advancing equality of opportunity.

As set out in the DFE guidance on the Equality Act, the schools aim to advance the equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities

In fulfilling this aspect of the duty the schools will:

- Analyse performance data to determine strengths and areas for improvement and implement actions
- Make evidence available identifying improvements for specific groups

Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English, pupils will be introduced to literature from a range of cultures.
- Holding assemblies dealing with relevant issues.
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organizing school trips and activities based around the local community.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representations from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the schools' activities, such as sport clubs.

Equality considerations in decision- making.

The schools ensure that they have due regard to equality considerations whenever significant decisions are made.

The schools always consider the impact of significant decisions on particular groups.

Equality objectives

Equality Objective 1

Promote positive attitudes to difference and good relationships between people with different backgrounds, gender, culture, faith, ability, ethnic origin and those with a disability.

Equality objective 2

Children from all groups will continue to make progress at least in line with their peers to meet or exceed national expectations in Reading, Writing and Maths.

Steps being taken to achieve objectives:

- Social, moral, spiritual and cultural (SMSC) learning and fundamental British Values will be explicit within the curriculum for all year groups. Whole class and year group assemblies will celebrate awareness of diversity and celebrate differences.
- Attainment and progress data for all children and different groups of children will be analysed and specific interventions will be accessed to enable all children to make at least expected progress.

Monitoring Arrangements

Then SENCo, with the support of the Head Teacher, will update the equality information we publish at least every year.

This document will be reviewed every four years.

Review: October 2017

Next Review: October 2021