

Church Aston Infant School



Equalities Policy

October 2023

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Review Date	Date Approved by Governing Body	Date of next Policy Review
12 September 2023	3 October 2023	October 2026

Context

Church Aston Infant School is situated in a small village close to Newport, Shropshire. Most children are White British ethnic origin, with a small number from other ethnic groups. The school location deprivation indicator was in quintile 2 (less deprived) of all schools. The pupil base is in quintile 2 (less deprived) of all schools in terms of deprivation. (Inspection Data Summary Report 2023).

Legal Framework

Through this policy Church Aston Infant School will fulfil its public duty to have due regard to the need to eliminate unlawful discrimination, advance equality of opportunity, and foster good relations. The guiding principles in this policy refer to all individuals and therefore are equally applicable to pupils, staff, and governors in addition to visitors to our school.

There are nine Protected Characteristics:

- disability;
- race;
- sex;
- gender reassignment;
- religion or belief;
- marriage and civil partnership;
- sexual orientation;
- pregnancy and maternity;
- age

Each relates to direct discrimination, discrimination by association, and discrimination by perception, indirect discrimination; harassment and victimisation, discrimination arising from disability and the failure to make reasonable adjustments. As a school we seek to achieve positive action in respect of the Act.

We seek to advance equality of opportunity between people who share a protected characteristic and people who do not share it and foster good relations across all characteristics between people who share a protected characteristic and people who do not share it.

We have a duty to comply with the Equality Act 2010 and the Public Sector Duties, and failure to do so could result in legal action against the school's Governing Body. Employees of the school acting on behalf of the Governing Body are liable for their own discriminatory actions.

Good Practice

We strive to achieve a cohesive and inclusive school community. We expect that there is respect and tolerance throughout our school community.

We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.

Through our policies and actions we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.

Public Sector Equality Duty

We consider all individuals when carrying out our day-to-day work – in shaping policy, in delivering services and in relation to our own employees.

We have due regard to the need to:

- eliminate discrimination
- advance equality of opportunity
- foster good relations between different people when carrying out their activities

Guiding Principles

In fulfilling the legal obligations and establishing our school ethos, we are guided by 9 principles:

Principle 1: All learners are of equal value

We see all learners and potential learners, and their parents and carers, as of equal value.

Principle 2: We recognise and respect difference

Treating people equally (Principle 1 above) does not necessarily involve treating them all the same. Policies, procedures and activities do not discriminate but may take account of differences of life-experience, outlook and background, and in the kinds of barriers and disadvantage which people may face.

Principle 3: We foster positive attitudes and relationships and a shared sense of cohesion and belonging

Policies, procedure and activities promote positive attitudes and actions, positive interaction, good relations and dialogue and mutual respect.

Principle 4: We observe good equalities practice in staff recruitment, retention and development

Policies and procedures benefit all employees and potential employees, for example in recruitment and promotion and in continuing professional development.

Principle 5: We aim to reduce and remove inequalities and barriers that may exist

In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may exist.

Principle 6: We consult and involve widely

People affected by a policy or activity should be consulted and involved in the design of new policies and in the review of existing ones.

Principle 7: We address prejudice and prejudice related bullying

We oppose all forms of prejudice which stand in the way of fulfilling the legal duties listed above.

Principle 8: Society as a whole should benefit

Policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion and greater participation in public life.

Principle 9: We will set objectives

Each year we formulate and publish specific and measurable equality objectives based on the evidence we have collected and published, in relation to the Protected Characteristics within the Equality Act.

Roles and Responsibilities

All staff and Governors have access to training and a selection of resources to support them with the delivery of this policy.

Governors

The Governing Body is responsible for ensuring that the school complies with legislation, and that this policy and the Equality Information and Objectives Statement are implemented.

The Governing Body has due regard to the Public Sector Equality Duty when making a decision or taking an action and assess whether it may have implications for people with protected characteristics.

Headteacher

The Headteacher is responsible for implementing the policy, monitoring and reviewing our Equality Information and Objectives Statement. In addition to this the Headteacher is responsible for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in relation to this policy.

The Headteacher has due regard to the Public Sector Equality Duty when making a decision or taking an action and assess whether it may have implications for people with protected characteristics.

Staff

- Promote and advance equality of opportunity and support inclusion.
- Challenge behaviour and stereotypes in attitudes.
- Report and follow up any concerns, or incidents of discrimination that occur.
- Keep up to date with equalities legislation relevant to their work.

Breaches of the Policy

Breaches to this policy will be dealt with in the same ways that breaches of other policies are dealt with, as determined by the head teacher and Governing Body.