



# School Policy



# Equality Policy 2017

## Public Sector Equality Duty

Our school is committed to equality both as an employer and a service provider:

- We try to ensure that everyone is treated fairly and with respect
- We want to make sure that our school is a safe, secure and stimulating place for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some pupils extra support is needed to help them to achieve and be successful.
- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers , staff and through school council.
- We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity , national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality or opportunity and to foster good relations, and our specific duties to publish information every year about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.

We welcome the emphasis in the OFSTED framework on the importance of narrowing gaps in achievement which affect, amongst others:

- Pupils from certain cultural and ethnic backgrounds
- Pupils who belong to low-income households and pupils known to be eligible for free school meals
- Pupils who are disabled
- Pupils who have special educational needs
- Boys in certain subjects and girls in certain other subjects
- Pupils who have English as an additional language
- Pupils who are in Local Authority Care

The school has a series of policies that support this Equality Statement.

**The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:**

- **Eliminate unlawful discrimination, harassment, victimisation and any other conduct 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 between people who share a protected characteristic and people who do not share it.**

**Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010**

At Lightmoor Primary School we are strongly committed to ensuring that members of the school community do not become victims of unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010. We have a series of policies and procedures in place to support us with this. These include;

- Behaviour policy
- Anti-bullying policy
- Race Equality policy
- Safeguarding policy
- Recruitment policy
- Equal opportunity policy
- Ethnic Minority Achievement Policy
- Inclusion policy
- Flexible working policy
- Spiritual, moral and cultural development policy.

Many of these policies are available on the school website. All policies are available from the school office.

The termly head teacher reports to the full governing body include reports as to the number of bullying or racist incidents that have been reported. There is also an update on the number of exclusions that may have occurred (none recently) and the number of children registered as having additional learning needs. All staff are given copies of relevant policies as part of their induction. Policies are reviewed regularly (either annually or bi-annually) as recommended by the department for Education.

### **Advance equality of opportunity between people who share a protected characteristic and people who do not share it.**

At our school, careful analysis of performance/attainment data is used to identify different groups within our school community. We are able to make comparisons and identify any group that may be achieving less well than other groups. We build in strategies to address such issues and these are included in the school development plan. The plan is reviewed annually and action plans developed accordingly. At our school, we monitor the impact of any strategies and interventions that we put in place to ensure that they are meeting the needs of our pupils.

The school has an accessibility plan and this too is reviewed annually. A copy of this plan is available in the school office.

### **Foster good relations between people who share a protected characteristic and people who do not share it.**

Our school has a partly multi-cultural community. For us, fostering good relations is a strength and the atmosphere and ethos that is apparent on a day to day basis is remarked upon by visitors to our school. To maintain this, we use certain strategies to support us;

- Everyone in the school community is treated with respect and kindness. This is extended to our parents, the local community and any visitors.
- We offer a broad and balanced curriculum which reflects our own community and has a more global perspective too.
- SEAL

- Strong citizenship and PSHE curriculum
- School and class assemblies
- Celebratory events for all the major festivals
- Strong links with the local community
- Strong links with other local schools and our neighbouring nursery
- The school is currently developing links with schools beyond our own community
- Very strong commitment to Community Cohesion.

## **Our School Community**

There are currently 204 pupils on roll.

## **Learners with Special Educational Needs**

21% of our pupils are learners with Special Educational Needs.

## **Entitlement to Pupil Premium Funding**

15% of our pupils are entitled to pupil premium funding

## **Disability**

We currently have no children who are registered disabled

## **Local Authority Care**

We currently have one looked after child

## **Public Sector Equality Duty Objective**

Our objective for 2016-2017 is to narrow gaps in attainment for specific groups. This is a key objective on the School Development Plan .

This policy will be reviewed: January 2018