

The Coombes CE Primary School

All our policies reflect the Christian ethos of the school with children at heart and in mind

SINGLE EQUALITY PLAN POLICY & OUR EQUALITY OBJECTIVES

Our Equality Objectives

Everyone has the right to be treated with dignity and respect.

The Equality Act 2010 prohibits direct and indirect discrimination, harassment and victimisation of people on the grounds of protected characteristics – disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation and age.

The Equality Act 2010 also requires public bodies such as schools to have due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations between people from different equality groups

Introduction

Deciding upon and meeting our Equality Objectives will require ownership by all stakeholders.

This document is to help us focus on the outcomes that matter to us, our school and its services and our local community; and to ensure that our services are accessible and delivered effectively.

We need to be able to demonstrate what we have done and what we plan to do to improve opportunities and outcomes for pupils, staff, parents and other users of the school. Our success in meeting our objectives will be monitored and delivered through the IEB's role, school improvement processes and our self -evaluation processes.

The Coombes Vision and Aims for Equality and Diversity

'At The Coombes we will treat everyone fairly so that every member of our school community is free to live, learn and enjoy'.

We are committed to:

- tackling discrimination on the grounds of race, disability, gender/gender identity, sexual orientation, religious belief and age
- positively advancing equality
- creating positive relationships in our school between all of our stakeholders
- promoting equality of opportunity for all

We will ensure that every pupil irrespective of race, disability, gender, religion and belief or sexual orientation is able to achieve high standards and that strategies are in place to tackle under-achievement. We will ensure that every pupil has access to the teaching and support needed to enable them to achieve their highest potential. We will ensure that the school's procedures for disciplining pupils and managing behaviour are fair, effective and equitable.

We seek to ensure that the adults working or volunteering in the school are from diverse groups. We believe that this provides positive role models for our children.

We will involve pupils, staff, parents, carers, members of the IEB and communities in the development of our objectives. The aim is to ensure that we meet the needs of people from all ethnic backgrounds and of all religions or beliefs; of all ages; of all genders and sexual orientations and of all abilities.

Roles and responsibilities, commitment and accountability

We will maintain equality issues by:

- paying due regard to equality issues within all our key policies, planning, decision making processes and performance management
- ensuring that our planning contributes towards our equality objectives
- ensuring that arrangements are in place to monitor and report on our progress against our objectives
- ensuring that we engage effectively with our stakeholders to plan, deliver and monitor the objectives

Race

We recognise that Black and ethnic minority people experience discrimination on the basis of colour, race, nationality and ethnic origin. This discrimination manifests itself in all areas of life. Racial harassment and violence is one of the most serious consequences of racism, damaging people emotionally and physically and limiting life choices and opportunities.

We will take all necessary measures to prevent and tackle racial harassment and assist our learners to live in freedom from prejudice and to feel safe as they enjoy and achieve throughout their time at our school.

We are committed to working for the equality of all ethnic groups and the Interim Executive Board (IEB) understands its accountability.

The Coombes deals with complaints of discrimination and harassment speedily according to the Local Authority guidance 'Challenging and Dealing with Racist Incidents in Schools' and notify complainants of the outcomes and action taken.

Disability

We recognise that people with disabilities experience discrimination across all areas of life. We welcome the requirements of the Equality Act and set out our commitment to meeting the duties in relation to disability. Our aim is to advance disability equality across all areas of the school, to disabled pupils, staff, parents, carers and other school users.

We are committed to working for the equality of people with and without disabilities and the IEB understands its accountability.

Gender

We are committed to combating sex discrimination and sexism and promoting the equality of women and men. We recognise that society has stereotypes for both women and men and both women and men can lose opportunities because of these stereotypes. We are aware that staff with caring and domestic responsibilities may need to work part-time or flexible working hours.

We will work in partnership with other agencies to eliminate sexual harassment, domestic violence and other hate crimes.

We are committed to working for the equality of women and men and the IEB understands its accountability under the Equality Act.

Religion and Belief

We recognise that the Equality Act 2010 requires us to assess the impact of our policies, functions and procedures on promoting equality for people based on their religion, belief and non-belief. We will take all necessary measures to prevent and tackle discrimination, to assist our learners to live in freedom from harassment and feel safe as they enjoy and achieve throughout their time at our school.

We are committed to working for the equality for people based on their religion, belief and non-belief and the IEB understands its accountability under the Equality Act.

Sexual Orientation and Gender Identity

We are committed to combating discrimination faced by lesbians, gay men and bisexual and transgendered (LGBT) people. We want to ensure equality of opportunity for LGBT people across services and employment.

We recognise that the Equality Act 2010 requires us to assess the impacts of our policies, functions and procedures have on advancing equality for people based on

their sexual orientation. We will take all necessary measures to prevent and tackle discrimination and assist our learners to live in freedom from harassment and to feel safe as they enjoy and achieve throughout their time at our school.

We respect the rights of individuals to be open about their sexual orientation. We tackle homophobia, challenge stereotyping and aim to improve knowledge about LGBT communities, both internally and within the community as a whole. The IEB understands its accountability under the Equality Act 2010.

Age

We are committed to promoting equality of opportunity for younger and older people. We recognise that society has negative attitudes, stereotypes and myths about young, ageing, younger and older people. These attitudes and beliefs can lead to both younger and older people being socially and economically disadvantaged, excluded and marginalised. We believe that younger and older people have the right to equality of opportunity and that they make a significant and valuable contribution to the community at large.

Age equality means securing the equal participation in society of people of every age, securing a balance between equal citizenship, equality of opportunity, equality of outcome and respect for difference.

Anti-bullying

The Coombes states clearly that all forms of bullying and discrimination are unacceptable and will not be tolerated. We recognise that a strong and well observed anti-bullying policy will have a positive impact on the lives of children from all equality groups. We have therefore set out the measures that our school will take to address bullying and discriminatory incidents in our Anti-Bullying Policy. We monitor and submit data regarding bullying and discriminatory incidents to the Local Authority as required.

Employment Practices

In The Coombes we ensure that we observe the principles of equal opportunities in how we employ, develop and treat our staff.

Due Regard

Under the legislation we are required to pay 'due regard' to equalities when planning and implementing policies, functions or procedures. We need to understand whether our policies and services are meeting everyone's needs and that anyone who needs to can get access to them.

Equality Objectives Summary

Narrowing the Gap

- Narrow the gap in English across all Key Stages for children who have English as an Additional Language
- Narrow the gap in attendance rates for Traveller children and Free School Meals children across all Key Stages
- Narrow the gap for those children who do not have ready access to computers at home

Fostering Good Relations

- Promote and enhance community cohesion and a sense of shared belonging in school and in the school's neighbourhood

Roles and responsibilities

The IEB accepts their responsibility to promote equality and eliminate discrimination and harassment, as outlined in the objectives.

Actions: How we will implement the objectives:

Narrowing the Gap

- **Narrow the gap in English across all Key Stages for children who have English as an Additional Language**
 - Appoint a representative for the group as part of the Inclusion Team to focus upon achievement, attendance, well-being and targets
 - EAL representative to liaise between class and team teachers to ensure appropriate provision is available and in place to raise achievement of individuals and the group generally
 - EAL representative to liaise between school and home as and when necessary to ensure good communications exist and parents/carers are supportive of their children in all aspects of their learning
 - EAL representative to ensure that sufficient quality resources are available to enhance and support the children's learning
 - EAL representative to ensure that children coming into school have all the resources available to them to help them settle and develop their language skills
 - EAL representative to work closely with the Welfare Officer in ensuring a smooth transition into school

- **Narrow the gap in attendance rates for Traveller children and Free School Meals children across all Key Stages**
 - Appoint a representative for each of the group as part of the Inclusion Team (Sarah Forrester - Travellers; Bridget Norford – FSM/PP) to focus upon achievement, attendance, well-being and targets
 - Ensure the Head Teacher, Attendance Officers and representatives of each group work closely together to raise attendance by building up positive relationships with families and ensuring they fully understand the impact of poor attendance on their child's learning
 - Continue to interrogate each child's absence by asking for reasons why a child is not in school unless prior permission has been given
 - Continue to foster a positive relationship with the school's Educational Welfare Officer to ensure support and back-up is available, if needed, to tackle poor attendance
 - Ensure the school's Attendance Policy is updated in the light of any legislation or guidance and is communicated clearly and fully to all stakeholders so everyone is clear about the process and procedures

- **Narrow the gap for those children who do not have ready access to computers at home**
 - Ensure that any Pupil Premium monies are made available for eligible children who do not have computer facilities at home
 - Class teachers to know which children/families do not have computers at home and make arrangements for them to have priority access in school, particularly if research or on-line programs are necessary for any project work or homework
 - Ensure that the Office keeps fully up to date regarding families without email facilities so that hard copies of school information/newsletters/invitations to meetings/clubs, etc., are sent home to ensure all families have equal access to all school information
 - Ensure that children without access to computers outside school are able to operate the programs and software that they might need in their on-going learning journey

Fostering Good Relations

- **Promote and enhance community cohesion and a sense of shared belonging in school and in the school's neighbourhood**
 - Continue to operate an open-door policy for all stakeholders

- Encourage and develop opportunities for stakeholders to join us in celebrations, traditions, fund raising activities and community events
- Support local events through children singing, dancing, performing, helping with running a stall, organising competitions
- Operate a Walking Bus system every day to support parents and carers
- Support the local scouts, beavers, brownies and rainbow groups if they wish to run sessions in our school
- Organise out of school groups and clubs to encourage pupils to develop all of their skills, talents and interests
- Attend local Parish Council and village meetings and committees
- Contribute to local newsletters and magazines to promote the school in all of its aspects
- Attend and, where appropriate, contribute to the local Neighbourhood Action Group meetings
- Continue to foster good relationships with the local Royal British Legion and use their car park as the starting point for the Walking Bus
- Develop relationships with the local cluster of schools and undertake joint activities, events and in-service training opportunities as well as writing moderation, etc.
- Continue to work closely with the local University in supporting the Initial Teacher Training programmes and visits into school to support curriculum development
- Continue to work with the local community and police in encouraging parents and visitors to park appropriately, respecting neighbours' access points and the law

Reporting and reviewing the objectives

In line with the requirements of the Public Sector Equality Duty we will produce a report on our progress every year and review and revise the Schools Equality Objectives every four years.

Publication

The School's Equality Objectives are published and are available to all on our website.

Complaints

If a member of the public feels that they have suffered harassment or been treated unfairly by the school because of their sex, colour, race, nationality, ethnic group, regional or national origin, age, marital status, disability, political or religious belief,

sexual orientation or class, they should report this without fail through the School's complaints procedure.

Complaints by staff will be dealt with under our Grievance Policy. We take all external and internal complaints seriously and will not tolerate any form of discriminatory behaviour. Complaints about staff will be investigated using the appropriate Local Authority procedures.

Monitoring complaints is also another way of gathering information to see whether we are meeting our equality duties. We will report on complaints annually and on action taken.

Last Reviewed February 2016

Last Reviewed February 2017