

WITTON CHURCH WALK CE PRIMARY SCHOOL EQUALITY DUTY AND OBJECTIVES POLICY 2018



'Where Every Door is Opened and Every Gift is Unlocked'

At Witton we are a partnership of school, church, home, the Diocese and community. We create a stimulating and caring environment, grounded in Christian belief and practice, so that all members of our school community can flourish. We all appreciate and value what it means to be a positive member of a diverse and multicultural community. Time is taken to value and nurture each child educationally, creatively and spiritually. Children and staff are encouraged to aim for *'Everyday Excellence'* and believe in themselves. Understanding and valuing their self-worth and the importance of their place and purpose in our community to be the person they are fully capable of being.

Our school works within the recommendations of The Equality Act 2010.

Public Sector Equality Duty Statement

1 Introduction

- 1.1 This document describes how the Governing Body of Witton Church Walk CE Primary School intends to fulfil its responsibilities under the Public Sector Equality Duty.
- 1.2 We will have due regard to the need to:
 - Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act;
 - Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
 - Foster good relations between people who share a protected characteristic and those who do not share it.
- 1.3 We will collect and use equality information to help us to:
 - Identify key issues;
 - Understand the impact of our policies, practices and decisions on people with different protected characteristics, and thereby plan them more effectively;

- Assess whether we are discriminating unlawfully when carrying out any of our functions;
- Identify what the key equality issues are for our organisation.
- Assess performance
- Benchmark our performance and processes against those of similar organisations, nationally or locally.
- Take action
- Consider taking steps to meet the needs of staff who share relevant protected characteristics;
- Identify if there are any actions we can take to avoid discrimination and harassment, advance equality of opportunity or foster good relations;
- Make informed decisions about policies and practices which are based on evidence about the impact of our activities on equality;
- Develop equality objectives to meet the specific duties;
- Have due regard to the aims of the general equality duty by ensuring that staff have appropriate information for decision-making.

1.4 We will work towards developing an equality profile of staff to help us to understand key equality issues in our workforce, including any evidence of pay gaps or 'occupational segregation' i.e. staff with certain protected characteristics being over-represented in particular roles, for example, women as cleaners, or at certain grades. In addition, we note that it is likely to be useful to collect and consider information, appropriately disaggregated, about:

- recruitment and promotion
- numbers of part-time and full-time staff
- pay and remuneration
- training
- return to work of women on maternity leave
- return to work of disabled employees following sick leave relating to their disability
- appraisals
- grievances (including about harassment)
- disciplinary action (including for harassment)
- dismissals and other reasons for leaving.

2. **Publication of Equality Information**

2.1 We will collect and use enough workforce information to effectively meet the general equality duty. Where relevant and proportionate we will publish on our website some information about the impact of our employment functions on people with the different protected characteristics in order to demonstrate compliance with the general equality duty.

Equality Objectives 2016-2019

There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations (Amendment) Act (2000), Disability Equality Duty (2005) and Equality Act (2010).

Witton Church Walk CE Primary School is committed to meeting its public sector duties and acknowledges that we have a statutory duty to:

Eliminate discrimination, harassment and victimisation;

Promote equality of access and opportunity within our school and within our wider community;

Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

The Leadership Team and Governors will review the progress we are making to meet our equality objectives with regard to the protected groups (age, sex, sexual orientation, race, colour, nationality, ethnic or national origins, disability, religion or belief, sexual orientation or marital/civil partnership status, gender reassignment, pregnancy or maternity) under the Equality Act (2010).

Equality Objectives:

At Witton Church Walk CE Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set ourselves the following objectives:

Equality objective 1:
To improve the outcomes for disadvantaged children (especially those who also have SEN) so that the gap between this group and non-disadvantaged children reduces and is ultimately closed.
Why we have chosen this objective:
Disadvantaged pupils, particularly those with SEN, are currently under-performing compared to non-disadvantaged children. This objective directly correlates with one of the targets in our SDP. By targeting this group of children we intend to reduce the attainment gap of pupils supported through the pupil premium in all subjects, diminishing the difference.
To achieve this objective we plan to:
<ul style="list-style-type: none">• Ensure this target is a focus target in all core subject action plans• Appraisal targets for staff are directly linked to the outcomes of disadvantaged children• SENCO and leaders to regularly monitor the progress and attainment of this group of children so that timely and relevant action can be taken as a result• Ensure funding for disadvantaged children is focused on facilitating better outcomes

Equality objective 2:

To ensure that by September 2017, scrutiny of timetables, pupil voice and lesson observations provide evidence that the PSHE curriculum is being delivered as an integral part of our every-day excellence curriculum.

Why we have chosen this objective:

We needed to ensure the rights to the child were integral to the PSHE curriculum.

To achieve this objective we plan to:

- Review the PSHE curriculum across school
- PSHE leader to regularly monitor planning and timetables to ensure coverage
- Raise the profile of PSHE across school, e.g. displays in classroom/corridors, link worship to PSHE, etc
- Lesson observations of PSHE and training to ensure best practice is disseminated

Equality objective 3:

To appropriately integrate sexual orientation into the curriculum in a positive and constructive way, which enables pupils to understand and respect difference and diversity by January 2018.

Why we have chosen this objective:

Qualitative evidence and behaviour logs across school shows there are instances whereby children have used homophobic words and phrases, such as 'that's so gay' and 'gay boy' towards each other. Through discussion with children it has become apparent that not all children fully understand the definition of these words and how to use them in the correct context.

To achieve this objective we plan to:

- Question children's current viewpoints
- Evaluate the way in which the PSHE curriculum addresses and provides opportunities for children to explore this area
- Order suitable resources such as books which portray same sex relationships and families made up of two Mums and/or two Dads, etc, in order to 'normalise' different relationships
- Provide training for staff to ensure they are confident integrating sexual orientation into the curriculum
- Use pupil/staff/parent voice to monitor and evaluate a change in viewpoint/opinion and identify areas to target
- Look at how other schools have achieved this through safeguarding lead attending stonewall training

Equality objective 4:

To ensure that by January 2018 all the staff will feel confident in responding effectively to any views or comments that are made about all 9 protected characteristics.

Why we have chosen this objective:

In order to ensure objective 3 is met it is imperative that all staff feel confident in addressing views or comments that are used inappropriately and integrate this into the curriculum to ensure a consistent approach across school. There has been no targeted training for all staff in this area.

To achieve this objective we plan to:

- Carry out a survey and again in January 2018 to compare staff response
- SLT to continue to role model to rest of staff in school how to tackle comments against all 9 protected characteristics, in particular homophobic and racial, when they occur
- Review behaviour policy ready for implementation in September 2017.

Equality objective 5:

To extend children's knowledge, understanding and tolerance of major world religions.

Why we have chosen this objective:

To allow the children to deepen their understanding of different religions and how they are seen together in many parts of the world.

To achieve this objective we plan to:

- Ensure it is embedded throughout the curriculum and worship
- Ensure a full understanding to respect people's beliefs

Updated by Kathryn Magiera – October 2018