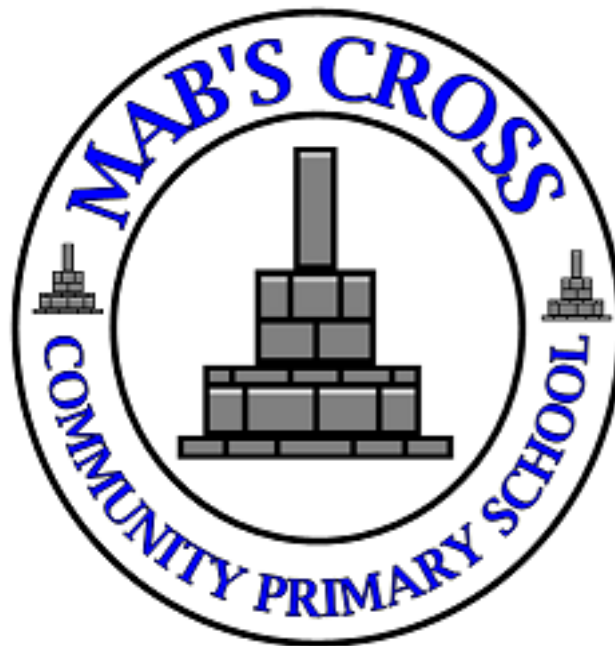


Mab's Cross Primary School

Equality Policy and Plan

2023 - 2026



Approved by: Full Governing Body

Date: November 2023

Aims

We believe that all people are of equal value and are entitled to equality of opportunity and this is fundamental to good practice in education. Through this policy and plan we aim to advance and achieve equality for all children, staff, governors, parents and visitors, in line with our vision statement:

“Bringing out the best in everyone”

Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require 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 schools.

Scope

This policy encompasses the following protected characteristics:

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

Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every three 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 equality objectives amongst staff and pupils.
- Monitor success in achieving the objectives and report back to governors.

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

Objectives

The objectives of the Equality and Diversity Policy are to:

- Develop an ethos which respects and values all people
- Actively advance equality of opportunity and challenge stereotypes
- Eliminate all forms of unfair direct and indirect discrimination
- Deliver equality and diversity through our policies and practices
- Make reasonable adjustments to remove barriers which limit or discourage access to school provision and activities
- Take action to encourage people who have a particular characteristic to participate fully in any activities
- Prepare children for life in a diverse society
- Promote good relation within school and the wider community
- Review and evaluate our effectiveness in promoting equality and set future targets

Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Whistleblowing
- SEND Policy

Monitoring and review

This policy and plan will be reviewed every three years, or as required to ensure it stays compliant with Equality legislation.

Equality Action Plan 2023-2026

Action	Responsibility	Timescale	Success Criteria
Publish and promote the Equality Action Plan through the school website, app and staff meetings	Head Teacher	Approval by governors at the November meeting and uploaded to website	Staff familiar with principles of the Equality Policy and plan. Parents aware of Equality Policy and plan as indicated in annual questionnaires
Monitor and analyse progress and attainment by race, gender and disability – put in place appropriate actions and interventions for children requiring additional support	Head Teacher and SLT Full report to governors in Autumn Term	Termly progress meetings and full summary from ASP (Analyse School Performance) and School Profile (analysis from Wigan) Full report at Governing Body meetings in the Autumn Term	Analysis of teacher assessments and annual data demonstrates good progress by all groups. Appropriate intervention put in place.
Ensure all children are given opportunity to take part in the full range of activities in school (e.g. Eco /School Council – through election, class assemblies, representing the school in events, fundraising, clubs, etc.)	Head Teacher / SLT / Staff	On-going	Increase in diverse pupil participation and confidence
Include equality and diversity issues into school assemblies, specific visitors, PSHE, R.E and within class topics where appropriate	Head Teacher / SLT / Class teachers	On-going	Children are more aware, respectful and tolerant of others' culture, religion, race and life choices
Through topics ensure that the curriculum promotes role models that children identify with, in terms of race, gender and disability	Curriculum Leaders / Class teachers	On-going	All children's expectations and aspirations of themselves are high.
Ensure extended school activities and after-school clubs take into account accessibility issues, disability and socio-economic status	Head Teacher	On-going	All children who wish to attend / take part.
Ensure all staff are aware of extremism, how it can affect pupils and their responsibilities within this area	Head Teacher	On-going	Staff are aware of indicators of radicalisation and extremism. All staff completed Prevent training.

Identify, respond to and report any racist incidents	Head Teacher	Head Teacher Report to Governors (termly)	All staff are aware of and respond to racist incidents
Ensure all staff receive homophobic bullying training. Incidents reported to the Governing Body	Head Teacher	Head Teacher Report to Governors (termly)	All staff are aware of and respond to homophobic incidents
Ensure the curriculum promotes different types of families and role models which reflect the diverse community in which we live	Curriculum Leaders	On-going	Children are aware of homophobic bullying and there are very few / no incidents of homophobic bullying
Promote an awareness of human rights and teach children about their rights and responsibilities through PSHE and assemblies	Head Teacher / PSHE Subject Leader	On-going	Pupils know and understand their rights and responsibilities