

PADNELL INFANT SCHOOL

BOARD OF GOVERNORS



EQUALITIES POLICY FOR SCHOOL

Name of Unit/Premises/Centre/School	Padnell Infant School
Date of Policy Review	March 2023
Date of Next Review	March 2025
Name of Headteacher	Mrs Mandy Grayson

Administration Record

Issue	Modification	Approved
1	Resources Committee Approval	14 November 2016
1.1	Resources Committee Comments Incorporated	15 November 2016
2	For FGB Approval	29 October 2018
2.1	FGB Comments Incorporated	01 November 2018
3	For FGB Approval	25 March 2019
3.1	FGB Comment incorporated	25 March 2019
4	FGB Comment incorporated	March 2021
5	FGB Approval	March 2023

Contents Page

- Administration Record 2**
- Contents Page..... 3**
- 1 Introduction..... 4**
- 2 National and Legal Context..... 4**
- 3 School Context 5**
- 4 Principles 5**
 - 4.2 All pupils, families and staff are of equal value..... 5
 - 4.3 We recognise and respect difference..... 6
 - 4.4 We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.....6
 - 4.5 We observe good equalities practice in relation to staff..... 7
 - 4.6 We aim to reduce and remove inequalities and barriers that already exist..... 7
 - 4.7 We consult and involve to ensure views are heard 7
 - 4.8 We aim to foster greater community cohesion 7
 - 4.9 We base our practices on sound evidence..... 7
 - 4.10 We set ourselves specific and measurable equality objectives.....8
- 5 Application of the principles within this policy statement: 8**
 - 5.2 Addressing prejudice and prejudice-related bullying..... 8
- 6 Roles and responsibilities..... 9**
- Appendix A - Equalities Information.....10**
- Appendix B - Equality Objective11**

1 Introduction

- 1.1.1** We welcome our duties under the Equality Act 2010 as both a provider of education and as an employer.
- 1.1.2** We believe that all pupils and members of staff should have the opportunity to fulfil their potential whatever their background, identity and circumstances. We are committed to creating a community that recognises and celebrates difference within a culture of respect and co-operation. We appreciate that a culture which promotes equality will create a positive environment and a shared sense of belonging for all who work, learn and use the services of our school. We recognise that equality will only be achieved by the whole school community working together – our pupils, staff, governors and parents/carers.
- 1.1.3** This document outlines the principles which will guide our approach to working with our school community and enabling an open culture.
- 1.1.4** For staff and prospective staff, this policy should be read in conjunction with the school's Employment Equality Policy.

2 National and Legal Context

- 2.1.1** We recognise that we have duties under the Equality Act 2010 in relation to the school community to eliminate discrimination, advance equality of opportunity and to foster good relations in relation to age (applicable only to staff), disability, ethnicity, gender (including issues of transgender, maternity and pregnancy), religion and belief, sexual orientation and marital status (applicable only to staff).
- 2.1.2** We also recognise that we have a duty under the Education & Inspections Act 2006 to promote community cohesion, i.e. developing good relations across different cultures and groups.
- 2.1.3** We also appreciate that these duties reflect the international human rights standards as expressed in the UN Convention on Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

3 School Context

3.1.1 Padnell Infant School is a larger than average sized Infant School. It has a lower than average level of ethnicity with only around 8% of pupils who are not classed as White British and 3% classed as EAL. It is situated within Hampshire, which is a large and diverse county, with over a million residents and a mix of urban and rural areas. The majority of the population live in these urban areas, within which there are pockets of deprivation however these are not evenly spread. The district of Havant, in which Padnell sits, has quite different distributions to the rest of Hampshire, with overall much higher proportions of greater deprivation than may be expected, e.g. Leigh Park and Weacock Farm areas. There is also evidence to support the notion that pockets of potential deprivation may exist in some of the least deprived areas, for example around Padnell. Although, the local deprivation indicator is average and the uptake of FSM at Padnell Infant school is less than average it is significant to note that FSM rates have risen from approx. 8% in 2015 to 17% to date.

4 Principles

4.1.1 To fulfil our legal obligations, we are guided by a number of key principles.

4.2 a) All pupils, families and staff are of equal value

4.2.1 We see all pupils, potential pupils, their parents and carers, and staff as of equal value:

- Whether or not they are disabled;
- Whatever their ethnicity, culture, national origin or national status;
- Whatever their gender and gender identity;
- Whatever their religious and non-religious affiliation or faith background;
- Whatever their sexual orientation;
- Whatever their marital status;
- Whether they are currently pregnant or have recently given birth;
- Whatever their age;
- Whatever their connection with the forces community;
- Whatever their first language.

4.3 We recognise and respect difference

4.3.1 We recognise that treating people equally does not necessarily involve treating them all the same. We recognise that our policies, procedures and activities must not discriminate but must take account of diversity and the kinds of barriers and disadvantage that staff, parents/carers or pupils may face in relation to their protected characteristics:

- Disability – we note that reasonable adjustments may need to be made;
- Gender (including transgender) – we recognise that girls and boys, men and women have different needs;
- Religion and belief – we note that reasonable requests in relation to religious observance and practice may need to be made and complied with;
- Ethnicity and race – we note that all have different experiences as a result of our ethnic and racial backgrounds;
- Age – we value the diversity in age of staff, parents and carers;
- Sexual orientation – we respect that individuals have the right to determine their own sexual identity and that they should not experience disadvantage as a result of their preference;
- Marital status – we recognise that our staff, parents and carers may make their own personal choices in respect of personal relationships and that they should not experience disadvantage as a result of the relationships they have;
- Pregnancy and maternity – we believe that our staff, parents and carers should not experience any unfair disadvantage as a result of pregnancy or having recently given birth.

4.4 We foster positive attitudes and relationships, and a shared sense of cohesion and belonging

4.4.1 We intend that our policies, procedures and activities should promote:

- Positive attitudes and interaction between groups and communities different from each other;
- An absence of harassment, victimisation and discrimination in relation to any protected characteristics.

4.5 We observe good equalities practice in relation to staff

4.5.1 We ensure that our policies and practices for all staff and potential staff throughout the employment lifecycle, i.e. from recruitment through to the cessation of employment and beyond, are applied fairly and consistently across all groups with full respect for legal rights, taking into account aspects applicable to particular groups (e.g. duty to make reasonable adjustments for disabled staff).

4.6 We aim to reduce and remove inequalities and barriers that already exist

4.6.1 We intend that our policies, procedures and activities avoid or minimise any possible negative impacts and we aim to reduce inequalities that exist between groups and communities different from each other.

4.7 We consult and involve to ensure views are heard

4.7.1 In our development of policies, we engage with groups and individuals, including pupils who are affected by a policy or activity to ensure that their views are taken into account. For policies and activities affecting pupils, we will take account of views expressed by pupil governors at school council; for parents, through parent governor representation and for staff, through staff governor representation. Where necessary, we will consult more widely with specific groups.

4.8 We aim to foster greater community cohesion

4.8.1 We intend that our policies, activities and curriculum foster greater social cohesion and provide for an equal opportunity to participate in public life irrespective of the protected characteristics of individuals and groups.

4.9 We base our practices on sound evidence

4.9.1 We maintain and publish information annually to show our compliance with the public sector equality duty, set out under section 149 of the Equality Act 2010. Our current equality information can be found in Appendix A to this policy statement.

4.10 We set ourselves specific and measurable equality objectives

- 4.10.1** We develop and publish specific and measurable objectives every four years based on the evidence that we have gathered (4.9) and the engagement we have been involved in (4.8)

The objectives can be found in Appendix B to this policy statement and take into account both national, county and school level priorities.

We will set ourselves new objectives every four years, but keep them under review and report annually on progress towards achieving them.

5 Application of the principles within this policy statement:

- 5.1.1** The principles outlined in the policy statement will be applied and reflected in:

- The delivery of the school curriculum;
- The teaching and learning within the school;
- Our practice in relation to pupil progress, attainment and achievement;
- Our teaching styles and strategies;
- Our policies and practice in relation to admissions and attendance;
- Our policies and practice in relation to staff;
- Our care, guidance and support to pupils, their families and staff;
- Our policies and practice in relation to pupil behaviour, discipline and exclusions;
- Our partnership working with parents and carers;
- Our contact with the wider school community.

5.2 Addressing prejudice and prejudice-related bullying

- 5.2.1** The school is opposed to all forms of prejudice including, but not limited to prejudice related to protected characteristics. We will ensure that prejudice-related incidents in relation to staff and pupils are recorded and dealt with appropriately.

6 Roles and responsibilities

6.1.1 **The governing body** is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented and that arrangements are in place to deal with any concerns or unlawful action that arises.

6.1.2 **The Headteacher** is responsible for implementation of this policy, ensuring that all staff are aware of their responsibilities and given appropriate training and support and for taking appropriate action in any cases of unlawful discrimination, harassment or victimisation.

6.1.3 **All staff** are expected to work in accordance with the principles outlined in this policy to:

- promote an inclusive and collaborative ethos in their practice;
- deal with any prejudice-related incidents that may occur;
- plan and deliver curricula and lessons;
- support pupils in their class who have additional needs.

Appendix A - Equalities Information

We recognise that the public sector equality duty has three aims, to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act;
- advance equality of opportunity between people who share a protected characteristic and those who do not;
- foster good relations between people who share a protected characteristic and those who do not.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation). We have also involved staff, pupils, parents and others in the following ways:

- parent questionnaires;
- staff survey;
- contact with parents representing pupils with particular protected characteristics;
- contact with the local community and disability organisations.

Pupil-related data

Information	Evidence and commentary
Attainment in Foundation Stage 2022	GLD 69.2%
Attainment at the end of Key Stage 1 2022	Reading: Boys 50% Girls 77% Writing: Boys 52% Girls 79% Maths: Boys 71% Girls 72%
Attendance by gender 2021 - 22	Girls: 95.3% Boys: 94.5%
Rate of exclusions 2021-2022	None
Rates of bullying/harassment/behaviour related incidents 2021 - 2022	Bullying, child on child abuse and more serious behavior incidents are recorded on CPOM. Incidents relating to racism and sexism are recorded with HCC. Through inclusion teaching, respect and tolerance our children learn how to be Giving Citizens and therefore incidents are very low.

Staff data

As our school has less than 150 staff, the Governing Body has decided not to publish information in relation to their staff, but recognise the requirement to have information on the characteristics of the workforce to enable the impact of policies and practices on particular characteristics to be determined resulting in a decision being made about whether objectives need to be set in relation to the workforce.

Other information

Information	Evidence and commentary
Attendance at parents evenings	October 22 = 95.25% of children had a parents evening booked.
Governor representation as at March 2023	3 Male 30%, 7 Female 70%. Plus 1 female associate governor. 100% White British
Regular Volunteers as of March 2023	13 regular volunteers 4 Male 9 Female 100% White British

Date of publication of this appendix: March 2023

Date for review and re-publication: March 2024

Appendix B - Equality Objective

We recognise that the public sector equality duty has three aims, to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation).

We have also involved staff, pupils, parents and others in the following ways:

- Focus groups;
- Parent questionnaires;
- Involvement of the student council;
- Staff survey;
- Contact with parents representing pupils with particular protected characteristics;
- Contact with the local community and disability organisations.

Having referred to and analysed our equality information, we have set ourselves the following objective:

Objective: To support all pupils to maintain or catch up as quickly as possible to their pre COVID attainment, focusing on disadvantaged pupils to minimize effect of deprivation on achievement.

Date of publication: March 2022

Date for review: March 2023

Re-publication: March 2025