



Abacus Primary School

# Equality Policy

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Written by: Mrs H Blakeley  
Headteacher

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By: FGB

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# **Equality Policy**

## **Policy Statement**

In accordance with our school values, we pledge:

- To respect the equal human rights of all our pupils,
- To educate them about equality,
- To respect the equal rights of our staff and other members of the school community.

We will assess our current school practices and implement all necessary resulting actions in relation to:

- Ethnicity,
- Religion or belief,
- Socio-economic background,
- Gender and gender identity,
- Disability,
- Sexual orientation,
- Age.

We will promote Community Cohesion at school, local, national and global levels, comparing our school community to its local and national context and implementing all necessary actions in relation to:

- Ethnicity,
- Religion or belief,
- Socio-economic background.

## **Statutory Requirements**

The equality objectives set out in this policy, address our duties under current equality legislation, up to and including the Equality Act of 2010, the Special Educational Needs and Disability Act (SENDA) of 2001 and the Education and Inspections Act 2006.

They also relate to the Essex Council procedure for recording incidents involving pupils in schools.

## **Community Cohesion**

The following statement outlines both the data and current issues relating to ethnicity, religion/belief and socio-economic factors. In examining the school's context, it relates closely to the beginning of the SEF. It demonstrates the awareness of the governors and their community partners of how the school community compares with the wider community, both locally and nationally.

It forms the basis for planning the Equality objectives set out in this policy to promote community cohesion, including:

- Ethnicity/culture context of the school (local and national),
- Religion/belief context of the school (local and national),
- Socio-economic context of the school (local and national),
- Current issues affecting cohesion at school, local and national level.

## **Responsibilities**

One named governor (Stewart Cassidy) takes the lead, but the Governors as a whole are responsible for:

- Drawing up, publishing and implementing the school's equality objectives,
- Making sure the school complies with the relevant equality legislation,
- Making sure the school Equality Scheme and its procedures are followed,
- Monitoring progress towards the equality objectives and reporting annually.

The Headteacher (Heidi Danniells) is responsible for:

- Making sure steps are taken to address the school's stated equality objectives,
- Making sure the Equality Objectives are readily available and that the governors, staff, pupils, and their parents and guardians know about them,
- Producing regular information for staff and governors about the plans and how they are working,
- Making sure all staff know their responsibilities and receive training and support in carrying these out,
- Taking appropriate action in cases of harassment and discrimination, including prejudice-related incidents,
- Enabling reasonable adjustments to be made, in relation to disability, in regard to students, staff, parents / carers and visitors to the school.

ALL staff are responsible for:

- Promoting equality and community cohesion in their work,

- Avoiding unlawful discrimination against anyone,
- Fostering good relations between groups,
- Dealing with prejudice-related incidents,
- Being able to recognise and tackle bias and stereotyping,
- Taking up training and learning opportunities.

Finally, visitors and volunteers are responsible for following and adhering to all relevant school policies, and sources of guidance.

## **Equality Impact Assessment and Monitoring**

We will ensure that all policies and processes will be monitored, to understand the potential impact to school practice, in terms of:

- Ethnicity,
- Religion or belief,
- Socio-economic background,
- Gender and gender identity,
- Disability,
- Sexual orientation, and
- Age.

Any actions identified by this process will be included in the Equality Objectives set out in this policy, or in the School Improvement Plan.

## **Reporting on Progress and Impact**

A report on the progress of the actions listed in this policy will be published by the Governing Body, via the school website, prospectus, newsletter or other suitable medium, at the end of each academic year.

Evidence will also be kept of the impact of our actions to promote community cohesion, in respect of ethnicity, religion or belief and socio-economic background.

## **Publication and Review**

This Equality Policy fulfils statutory requirements under the terms of legislation referred to above. As it is a public document, the governors will publish it on the school website.

The policy will be reviewed every two years.

Our Equalities targets are as follows:

- We aim for all children to achieve at the same expected standards and make good progress in all subjects, regardless of gender. And social economic background.
- For Pupils who have special educational needs or who are disabled (SEND) to achieve good attainment in reading, writing and maths from their starting points.
- To promote community cohesion by working closely with parents and carers and provide regular information to seek feedback.

