



Farnborough Road Infant School **Equality Policy**

'Learning, Caring and Achieving Together'

Introduction

At Farnborough Road Infant School we respect difference, value diversity and embrace equality and fairness for all. Our school values and positive curriculum ensure pupils understand the importance of treating everybody with the same respect. We actively promote an inclusive culture for all staff, pupils, and our school community to enable everybody to reach their potential.

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). For schools, this means that it is unlawful to discriminate against students or treat them less favourably because of their gender; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity, marriage and civil partnerships and age. We also recognise a 10th protected characteristic of social class and poverty.

Under the Equality Act, the school is expected to comply with the Public Sector Equality Duty.

This requires us to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups
- As a public organisation, we are required to:
- Publish information to show compliance with the Equality Duty in our Equality Policy
- Publish Equality Objectives which are specific and measurable

Our Equality Policy is in line with national guidance and contains information about how the school complies with the Public Sector Equality Duty. We also give guidance to staff and outside visitors on our approach to promoting equality.

Our Equality Objectives reflect the school's priorities and the voice of our staff, children and parents and draw upon available data and other evidence. Careful analysis of this is undertaken in order to ensure that we are working to achieve improved outcomes for different groups.

Race Equality

The general duty to promote race equality means that we must have due regard to:

1. Eliminating racial discrimination
2. Promoting equality of opportunity
3. Promoting good relations between people of different racial groups

All racist incidents will be recorded on CPOMS under Racist Incident.

The Headteacher will follow the Local Authority procedures for reporting racist incidents.

Disability Equality

The general duty to promote disability equality means that we have due regard to:

1. Promoting equality of opportunity between disabled people and other people
2. Eliminating unlawful discrimination
3. Eliminating disability related harassment
4. Promoting positive attitudes towards disabled people
5. Encouraging participation by disabled people in public life
6. Take steps to take account of disabilities, even where that involves treating disabled

people more favourably than other people.

Accessibility

There is specific disability legislation in relation to disabled pupils and accessibility which means we must plan strategically over time to:

1. Make improvements to the physical environment of the school to increase access
2. Increase access to the curriculum
3. Make written information accessible to pupil in a range of different ways

We must ensure that disabled pupils do not receive less favourable treatment and to do this the school has a duty to make reasonable adjustments.

See Accessibility Policy and Action plan for further information about this.

Gender Equality

The general duty to promote gender equality means that we must have due regard to:

1. Eliminating unlawful discrimination and harassment and
2. Promoting equality of opportunity between men and women, and boys and girls

Farnborough Road Infant School is an inclusive school. We use the curriculum and teaching to enhance the self-esteem of all those it serves and to provide a learning environment in which each individual is encouraged to fulfil their potential.

We collect and analyse the following equality information for our pupils

- Attainment levels
- Attendance levels
- Exclusions
- Complaints of bullying and harassment
- Complaints of racial behaviour
- Attendance at extra -curricular activities

Collecting and Analysing Equality Information for Employment and Governance

Farnborough Road Infant School is committed to provide a working environment free from discrimination, victimisation and harassment. It aims to recruit an appropriately qualified workforce and governing body that is representative of all sections of the community in order to provide a service that respects and responds to the diverse needs of our school and local population.

We collect and analyse the following information for our staff and governors:

- Applicants for employment
- Staff profile
- Attendance on staff training events
- Disciplinary and grievance cases
- Staff Appraisal

Actions required as a result of this analysis are prioritised in the action plan. See Appendix Two.

We are mindful of laws relating to confidentiality when devising this scheme and Action Plan. Although there is a statutory duty to share information about the school's Equality Policy, we recognise that care must be taken when sharing or publishing statistics, data or information to ensure that this cannot be used to identify individuals.

In respect of the Freedom of Information Act 2000 and the Data Protection Act 1998, any analysis of sensitive information is undertaken by the Headteacher or Deputy Headteacher and a synopsis passed to a working party as required.

Equality Impact Assessments

Equality impact assessment is a systematic method of rigorously checking all school policies, procedures and practices to ensure they are genuinely accessible and meet the need of our staff and the local community in relation to age, disability, gender, race, religion and belief and sexual

orientation.

We will undertake assessment to identify the impact or effect (either positive or negative) of our policies, procedures and functions on various sections of the population paying particular regard to the needs of minority groups. Where negative impacts are identified we then take steps to deal with this and to ensure equality of service to all.

A list of all policies has been created and we are currently undertaking an ongoing programme of impact assessment for all our policies and procedures.

Other School Policies

We have used our existing School policies to inform our Equality Policy. These include:

- Accessibility Policy and Plan
- Anti-bullying Policy
- Behaviour Policy
- School Development Plan
- Special Educational Needs and Disability Policy (SEND)
- Teaching and Learning Policy

Roles and Responsibilities

The Governing Body are responsible for:

- Ensuring that the school complies with equality-related legislation.
- Ensuring that the policy and its procedures are implemented by the Headteacher.
- Ensuring all other school policies promote equality.
- Giving due regard to the Public Sector Equality Duty when making decisions.
- The Headteacher is responsible for:
 - Implementing the policy and its related procedures.
 - Making all staff aware of their responsibilities and providing training as appropriate to enable them to effectively deliver this policy.
 - Taking appropriate action in any case of actual or potential discrimination.
 - Ensuring that all staff understand their duties regarding recruitment and providing reasonable adjustments to staff.
 - Ensure that all staff and pupils are aware of the process for reporting and following up bullying and prejudice-related incidents.

All staff are responsible for:

- Enacting this policy, its commitments and procedures, and their responsibilities associated with this policy.
- Dealing with bullying and discriminatory incidents, and knowing how to identify and challenge prejudice and stereotyping.
- Promoting equality and good relations and not discriminating on any grounds.
- Attending such training and information opportunities as necessary to enact this policy and keep up to date with equality legislation.
- To be models of equal opportunities through their words and actions.

All pupils are responsible for:

- Refraining from engaging in discriminatory behaviour or any other behaviour that contravenes this policy.
- All visitors must be aware of, and comply with; the school's Equality Policy and refrain from engaging in discriminatory behaviour when on school premises.

Commissioning and Procurement

Farnborough Road Infant School, as required by law, will ensure that when we buy services from another organisation to help us provide our services, that organisation will comply with equality legislation. This will be a significant factor in selection during any tendering process.

Publicising our Policy

The Equality Policy will be available to all persons on request and be explained to all stakeholders through:

- School website
- Staff induction
- Distribution to local community and users of the school premises as appropriate

Annual review of progress

We continue to review annually the actions we have taken to develop the Equality Policy which include:

- The result of our equality information monitoring for race, disability and gender and how this information has informed the School Improvement Plan
- An update of the progress made against priorities identified in the School Improvement Plan and Action Plan.
- An evaluation of the impact of progress made and measures taken
- Producing an Annual report with regard to all aspects of race, disability and gender with the Equality Policy through the Pastoral Committee.

Reviewed October 2022

Signed **Date** **Headteacher**

Signed **Date** **Chair of Governors**