Policy Document

Single Equality Scheme: Objectives and Disability Equality Duties

Policy Tier	3
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Ratifying Body	**Local Governing Body**
Approval Date	July 2023
Next Review Date	July 2026
Version Number	01

Applicability:

This policy applies to staff in accordance with its designated policy tier.

- Tier 1**:** Applies to all schools and centrally based staff and must be adopted in full without modification.
- Tier 2: Applies trust-wide but allows limited contextualisation to reflect individual school circumstances.
- Tier 3: Applies at school level and is approved and implemented through local governance arrangements

Single Equality Scheme
Objectives and Disability Equality Duties

This policy is part of a portfolio of policies associated with 'Safeguarding' and 'SEND' and must therefore, be read in conjunction with the other policies. All policies are available on the website

Alston Primary School is a UNICEF Rights Respecting School and this policy is linked to UNICEF articles - 2, 3, 6, 14, 17, 18, 19, 20, 23 and 30.

At Alston Primary School we believe that everyone has the right to be happy, safe and respected in a friendly, stimulating environment. We promote high standards of teaching and learning with clear expectations of courtesy and behaviour. We value individuality and encourage all to achieve their full potential. Through working together and open communication we strive to prepare children to succeed in society. At the heart of the work of every class is a continuous cycle of planning, teaching and assessing which takes account of the wide range of abilities, aptitudes and interests of children. Alston Primary School follows a broad and balanced curriculum.

The majority of children will learn and progress within these arrangements. However, those children whose overall attainments, or attainment in specific subjects, fall significantly outside the expected range may have Special Educational Needs & Disabilities.

Alston Primary School – Single Equality Scheme Objectives and Disability Equality Duties

Alston Primary School's commitment to disabled pupils, their families and staff's equality has four objectives:

The Equality Act: https://www.gov.uk/guidance/equality-act-2010-guidance

Equality guidance for schools:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf

We will promote equality for disabled people by:

- removing barriers to accessibility, particularly in relation to education, employment and access to services, information and buildings;
- encouraging good practice by our partners through our advisory capacity;
- ensuring we take their needs into account when procuring goods and services from our providers;
- promoting positive images of disabled people;
- challenging patronising or discriminating attitudes;
- making the environment as safe as possible for and challenging antisocial or bullying behaviour against, or harassment of, disabled pupils, staff and families.

We plan to increase access to education for disabled pupils by:

- increasing the extent to which disabled pupils can participate in the school curriculum;
- increasing the inclusion of positive images of disabled people across the curriculum;
- improving the environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services;
- improving the delivery of information to disabled pupils, to the standard of which is provided in writing for pupils who are not disabled;

We welcome the requirements of the Disability Equality duty and this section sets out our commitment to meeting the duty. Our Scheme shows how we promote disability equality across all areas of the school, to disabled pupils, staff, parents, carers and other school users.

Racial Equality Duty and Community Cohesion

Alston Primary School recognises that Black, Asian and Minority Ethnic (BAME) people experience discrimination on the basis of colour, race, nationality, religion and ethnic origin. Racial harassment and violence is one of the most serious consequences of racism, damaging people emotionally and physically and limiting life choices and opportunities.

The school will take all necessary measures to prevent and tackle racial harassment and assist BAME people to live in freedom from harassment and to feel safe as they enjoy and achieve throughout their education.

In order to comply with this duty, we will:

- keep accurate records of all ethnic and faith groups, their backgrounds and needs and how we respond to them;
- encourage dialogue between different racial groups on the appropriateness of our educational provision;
- prevent racial discrimination, and to promote equality of opportunity and good relations between members of different racial, cultural and religious groups;
- encourage pupils and their families of all ethnic groups to participate fully in all aspects of school life;
- use our support for the voluntary and community sector to promote good race relations;
- counter myths and misinformation that may undermine good community relations;
- ensure the school staff and other adults working within the school, pupils and their families as well as our partners and the wider community fully understand the principles of good race relations;
- ensure that all groups of pupils are able to achieve their full potential and receive any additional support that may be required to help them do so.

Gender Equality Duties

In accordance with our Single Equality Scheme, we welcome the requirements of the Gender Equality duty and this section sets out our commitment to meeting the duty.

We will give due regard to the need to:

- Eliminate unlawful discrimination and harassment on the grounds of sex, including domestic violence, sexual violence, bullying and exploitation;
- Promote equality of opportunity between women and men in all of our functions
- Ensure the school promotes gender equality through recruitment procedures where possible;
- Continue to create engaging learning opportunities that promote achievement with boys;
- Recognise that society has stereotypes for both women and men, and both women and men can lose opportunities because of these stereotypes;
- Be aware that staff with caring and domestic responsibilities may need to work part-time or flexible working hours;
- Work in partnership with other agencies to eliminate sexual harassment, domestic violence and other hate crimes;
- Ensure the rights, under the Gender Recognition Act 2003, of transgender people (who have Gender Recognition Certificates);

Religion and Belief Equality Duties

Alston Primary School recognises that people can face discrimination because of attitudes in society towards the faith communities to which they belong. Faith-based hate crime has been on the increase in recent years, developing a character that is distinct from race hate crime.

The school also recognises that a person's religious (or similar) beliefs may mean that they have different needs, demands and expectations, which require flexibility.

The school is committed to eliminating illegal discrimination and exclusion on the basis of religion or belief.

Our school recognises the need to consider the duties which require us to assess the impacts of our policies, functions and procedures have on promoting equality for people based on their religion, belief or non-belief.

In order to comply with this duty, we will:

- Ensure our RE curriculum follows the Birmingham LA Agreed Syllabus for RE;
- Ensure tolerance of all beliefs are expected by staff and pupils; Provide authentic first-hand learning experiences; Promote inter faith collective worship.

Sexual Orientation Equality Duties

Alston Primary School is committed to combatting discrimination faced by lesbians, gay men, bisexual people and transgender (LGBT). We aim to ensure equality of opportunity for LGBT people across services and employment. We will respect the rights of individuals to be open about their sexual orientation, tackle homophobia, challenge stereotyping and improve knowledge about LGBT communities, both internally and to the community as a whole.

Our school recognises the need to protect pupils from unlawful discrimination and harassment on grounds of sexual orientation as required by the Equality Act 2010. We are committed to taking a proactive approach to preventing all forms of homophobia within the school and will assess the impacts of our policies, functions and procedures on promoting sexual orientation equality as part of the Equality Impact Assessment process.

We will deal with complaints of discrimination and harassment speedily and according to LA and national guidelines and notify complainants of the outcome and actions taken.

In order to comply with this duty, we will:

Ensure that Sex & Relationship Education recognises diverse family structures including that families are made from a range of gender and sexual orientations.

Pregnancy and Maternity Equality Duties

Alston Primary School recognise that the Equality Act 2010 now specifically includes the need to protect female students who are pregnant or who have recently given birth from discriminatory practices.

Female staff are covered under existing employment legislation.

Publication of the Single Equality Scheme

Alston Primary School Single Equality Scheme can be found in Part 1 of this document and is available on our website or from the office. The document will be made available in other formats / languages on request.

Complaints

If a member of the public feels that they have suffered harassment or being treated unfairly by the school because of their sex, colour, race, nationality, ethnic group, regional or national origin, age, marital status, disability, political or religious belief, sexual orientation or class they should report this without fail through the School's Complaints Procedure.

Complaints by staff will be dealt with under the Grievance Procedure, as appropriate.

We take all external and internal complaints seriously and will not tolerate any form of discriminatory behaviours. Complaints about staff will be investigated using the appropriate procedures.

Monitoring complaints is also an alternative method of gathering information to establish whether we are meeting our equality duties. We will report regularly to the Governing Body on complaints made and action taken.

Please see the link on our website to the Complaints Procedure.

This document was reviewed and revised to meet the specific needs of the Leigh Trust.