



# **Equality Policy and Action Plan**

Demonstrating our compliance with the Public Sector Equality Duty (PSED)  
and outlining our Equality Objectives.

2017/2018 - 2018/2019

### Introduction

Cunningham Hill Infant School is an inclusive school where we focus on the personal development and educational attainment and progress of every child. All members of our school and wider community are valued and we strive to build positive relationships between all stakeholders.

### The Equality Act 2010

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). This means that schools cannot discriminate against pupils/staff/families or treat them less favourably because of their sex (gender), race, disability, religion or belief, gender reassignment or sexual orientation. Pregnancy or maternity, age, marriage and civil partnership are also “protected characteristics” but are not part of the schools provision related to pupils.

This policy describes how the school is meeting these statutory duties and is in line with national guidance. It includes information about how the school is complying with the Public Sector Equality Duty (PSED) and also provides guidance to staff and outside visitors about our approach to promoting equality.

The Public Sector Equality Duty (PSED) consists of three main elements:

- Eliminate unlawful discrimination, harassment or victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a **protected characteristic** and those who do not
- To foster good relations between people who share a **protected characteristic** and those who do not

| <b>Protected Characteristics (*for staff only)</b>  |
|---|
| Race<br>Disability<br>Sex<br>Age*<br>Religion or belief<br>Sexual orientation<br>Pregnancy and maternity*<br>Gender reassignment<br>Marriage and Civil Partnership* |

### Key Principles

The Cunningham Hill Infants approach to equality is based on the following **7 key principles**:

- 1. All learners are of equal value.**

Children, parents and prospective families may need reasonable adjustments made to access the curriculum/school. Truly valuing individuals does not mean treating everyone the same. Our policies, procedures and activities must not discriminate and we will look at individual's needs and remove the barriers to avoid them becoming disadvantaged.

**2. We recognise, respect and value difference and understand that diversity is a strength.**

We take account of differences and remove barriers and disadvantages which people may face. Our policies, curriculum, assemblies and community projects provide learners with experiences of lives different to their own. We believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit our school.

**3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.**

We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life. We actively promote positive attitudes and mutual respect through school rules, consequences and Learning Heroes. We provide a curriculum that teaches children about 'difference' and supports them to develop healthy relationships and talk when they are worried or upset. Our 'no lids on learning' culture teaches children to view their learning, achievements and potential positively.

**4. We observe good equalities practice in staff recruitment, retention and development.**

We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work. Our staff well-being events are varied to ensure groups are not disadvantaged or excluded.

**5. We have the highest expectations of all our children.**

We expect that all pupils make good progress from whatever their starting point might be. The language of learning and our school ethos of challenge for all means that interventions are targeted ensuring children get the support they need. We are committed to strong partnerships with parents/carers/guardians and believe that these partnerships impact positively on children and their learning.

**6. We work to raise standards for all pupils, but especially for the most vulnerable.**

We believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school. Individual case studies outline the measure taken by the school to support the most vulnerable children and their families.

**7. Objectives to move our PSED forward**

We formulate and publish specific and measurable objectives based on evidence we have collected and published. The objectives we identify take into account national and local priorities and issues as appropriate. We keep our equality objectives under review and report annually on progress towards them.

**How does Cunningham Hill Infants eliminate discrimination, harassment and victimisation?**

- We take account of equality issues in relation to admissions and exclusions; the way we provide education for our pupils and the way we provide access for pupils to the building, curriculum, after school clubs, visits and out of school activities organised by the PTA.
- We ensure all staff implement Reasonable Adjustment duty for disabled pupils – designed to enhance access and participation to the level of non-disabled pupils and stop disabled children being placed at a disadvantage compared to their non-disabled peers.
- The Head Teacher ensures that all appointment panels give due regard to this policy so that no-one is discriminated against when it comes to employment, promotion or training opportunities.
- We ensure that those who are affected by a policy or activity are consulted and involved in the design of new policies and in the review of existing ones.
- We take seriously the equality implications when we develop, adapt and review any policy or procedure and whenever we make significant decisions about the day-to-day life of the school. We make a record of each specific equality consideration and this is available for review if required.
- We actively promote equality and diversity through the curriculum and by living an ethos of respect for all.
- Our admission arrangements are fair and transparent and we do not discriminate against pupils by treating them less favourably on the grounds of their sex, race, disability, religion or belief or sexual orientation.

### **Behaviour, Exclusions & Attendance**

The school policy on behaviour takes full account of the duties under the Equality Act.

We make reasonable, appropriate and flexible adjustment for pupils with a disability. We closely monitor data on exclusions and absence from school for evidence of overrepresentation of different groups and take action promptly to address concerns.

### **Addressing Prejudice & Prejudice Based Bullying**

The school challenges all forms of prejudice and prejudice-based bullying, which stand in the way of fulfilling our commitment to inclusion and equality;

- Prejudices around disability and special educational needs
- Prejudices around race, religion or belief
- Prejudices around gender and sexual orientation.

We treat all bullying incidents equally seriously. We keep a record of any prejudice-related incidents and provide a report to the Governors about the numbers, types and seriousness of prejudice-related incidents at our school and how we dealt with them.

### **What happens at Cunningham Hill Infants to advance equality of opportunity between different groups?**

#### **Data**

We collect, monitor and analyse data including:

- school population by factors such as: gender and ethnicity;
- % of pupils identified as having a special educational need and/or disability and by their principal need or disability;
- year group – in terms of ethnicity, gender and proficiency in English;
- outcomes - related to ethnicity, gender and disability and proficiency in English;
- uptake of after school clubs – to ascertain whether any group is underrepresented;
- attendance and exclusions.

We regularly share outcomes and progress reached by different groups with our HIP and Governing Body.

### **Teaching and Learning**

- We have procedures, working in partnership with parents and carers, to identify children who have a disability. We ensure our transition programmes provide a settled start to each school year.
- We use language that never places a ceiling on any pupils' achievement or defines their potential as learners, such as 'less able'.
- We use a range of teaching strategies that ensure we meet the needs of all pupils.
- We provide support to pupils at risk of underachieving.
- We are alert and proactive about the potentially damaging impact of negative language in matters such as race, gender, disability and sexuality.
- We ensure equality of access for all pupils to a broad and balanced curriculum, removing barriers to participation where necessary.
- We have implemented an Accessibility Plan designed to: increase the extent to which pupils with disability can participate in the curriculum; improve the physical environment and; improve the availability of accessible resources to disabled pupils.

### **Positive Action**

We take positive and proportionate action to address the disadvantages faced by groups of pupils with protected characteristics. The actions will be designed to meet the school's Equality Objectives.

### **What happens at Cunningham Hill Infants to foster good relations between different groups?**

- We prepare our pupils for life in a diverse society and ensure that there are activities across the curriculum that promote the spiritual, moral, social and cultural development of our pupils.
- We teach about difference and diversity and the impact of unkind behaviour through our ethos, PSHE lessons and across the curriculum.
- We use materials and resources that reflect the diversity of the school, population and local community in terms of race, gender and disability, avoiding stereotyping.
- We promote a whole school ethos and values that challenge prejudice based discriminatory language, attitudes and behaviour.
- We provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures.
- We promote the contribution of different cultures to world history; promoting positive images of people.

- We provide opportunities for pupils to listen to a range of opinions and empathise with different experiences.
- We promote positive messages about equality and diversity through displays, assemblies, visitors and whole school events, e.g. Global Families.

### **Roles and Responsibilities**

We expect all members of the school community and visitors to support our commitment to promoting equalities and meeting the requirements of the Equality Act. We provide training, guidance and information to enable them to do this.

#### **Governing Body**

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. A member of the Governing Body has a watching brief regarding the implementation of this policy. The Governing Body reviews the Equality Policy annually and minutes of meetings where equality issues are discussed are kept on file. We have a rolling programme for reviewing all of our school policies in relation to equalities and consider their impact on the progress, safety and well-being of our pupils.

#### **Head Teacher**

The Head Teacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

#### **Teaching and Support Staff**

All teaching and support staff will:

- promote an inclusive and collaborative ethos in their classroom
- challenge prejudice and discrimination
- ensure SMSC activities promote British values
- deal fairly and professionally with any prejudice-related incidents that may occur
- plan and deliver themes and lessons within the curriculum that reflect the school's principles, for example, in providing materials that promote positive images of race, gender and disability.
- maintain the highest expectations of success for all pupils
- support different groups of pupils in their class through differentiated planning and teaching, especially those who may (sometimes temporarily) find aspects of academic learning difficult
- keep up-to-date with equalities legislation relevant to their work

## **Visitors**

All visitors to the school, including parents and carers are expected to support our commitment to equalities and comply with the duties set out in this policy.

## **Equality Objectives**

### **Consultation**

In order to ensure that the work we are doing on equalities meets the needs of the whole school community, we:

- secure and analyse responses from staff surveys, staff meetings and training events
- review feedback and responses from the children and groups of children, from the School Council, PSHE lessons and across the curriculum
- analyse issues raised in Annual Reviews (Statements and EHCP) or reviews of progress on Additional Support Plans
- consult parents about their needs and how well the school meets them.

### **Publishing Equality Objectives - Equality Action Plan)**

The objectives which we identify represent our school's priorities and are the outcome of a careful review of and analysis of the consultation processes listed above along with other evidence. They also take into account national and local priorities and issues.

We evaluate our success in meeting the Public Service Equality Duties by the extent to which we achieve improved outcomes for the different groups.

### **Monitoring and Reviewing Objectives**

We will review and update our equality objectives every two years and report annually to the Governing Body on progress towards achieving them. We involve and consult staff, pupils, governors and parents/carers/guardians. We will publish an evaluation of the success in meeting these objectives for parents/carers/guardians, on the school website.

| Equality Objective   | Protected Characteristics                     | R | A | G | General Duty   | Responsibility         | Intended Outcomes   | Monitoring   | Timing       | Review date  |
|--|---|---|---|---|--|------------------------|---|--|--------------|--------------|
| Support for vulnerable groups (eg EAL, BME, PPG)   | Disability, Race, Socio-economic              |   |   | √ | Identified children work with one to one support to enable progress against their targets. Tracking of progress. | All Staff              | Attainment gap between vulnerable groups and non-vulnerable groups closing. Efficient spending of PPG budget    | Assessment information tracking.<br><br>PPM proforma | Termly (PPM) | December 18  |
| Ensure support for pupils with SEND  | Gender, Disability, Race, Age                 |   | √ |   | Individual support plans<br>Provision plans<br>Case study  | All Staff              | Pupils make appropriate progress against their starting points<br>Attainment gap is narrowed                    | Tracking data<br>Provision maps<br>Case study        | Termly       | September 18 |
| Ensure learning environments is supporting and developing all children throughout the school   | All   |   | √ |   | All staff to ensure that learning environments are accessible to all   | All Staff              | Children are able to access learning through environment support: displays/manipulatives etc                    | Learning walks                                       | Termly       | November 18  |
| Ensure that the school calendar of events does not discriminate against the participation of any faith group e.g. Parent Consultations | Ethnicity and Race<br><br>Religion and Belief |   |   | √ | All festivals accounted for on Collective Worship plans: there will be no conflict with meetings                 | SLT                    | All parents/staff will be able to attend with no clash between events and days of religious observance e.g. Eid | Collective worship plan                              | Termly       | July 18      |
| All stakeholders valued for their contribution   | All   |   |   | √ | School council involvement<br>Governor   | All staff<br>Governors | Membership of groups will include representation from all   | Membership of groups                                 | Ongoing      | September 18 |



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|--|--|--|--|--|--|--|---|--|--|--|
|  |  |  |  |  | involvement<br>CHISS<br>support<br>Parent<br>involvement |  | areas of school<br>community. School<br>will act upon<br>pupil/parent voice |  |  |  |
|--|--|--|--|--|--|--|---|--|--|--|