

Fulbourn Primary School: Equalities Policy

Introductory notes

Since the Equality Act 2010 came into effect in April 2011, there has no longer been a requirement that schools should draw up and publish equality schemes or policies. It is still good practice, however, for a school to make a statement about the principles according to which it reviews the impact on equalities of its policies and practices, and according to which it gathers and publishes information, and decides on specific objectives.

This policy has been written in the light of the Equality Act 2010, and of the general and specific duties that the Act entails. There is fuller information about the background in notes at the end.

Legal framework

1. We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender (including issues of transgender, and of maternity and pregnancy), religion and belief, and sexual identity.
2. We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.
3. We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

Guiding principles

4. In fulfilling the legal obligations cited above, we are guided by nine principles:

Principle 1: All learners are of equal value.

We see all learners and potential learners, and their parents and carers, 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 or non-religious affiliation or faith background;
- whatever their socioeconomic status;
- whatever their sexual identity.

Document Number: FPS-POL-EQU-003

Body reviewed and approved by: FGB

Date adopted: June 2019

Date reviewed: February 2023

Date for review (latest): February 2024

Principle 2: We recognise and respect difference.

Treating people equally (Principle 1 above) does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantage which people may face, in relation to:

- disability, so that reasonable adjustments are made;
- ethnicity, so that different cultural backgrounds and experiences of prejudice are recognized;
- gender, so that the different needs and experiences of girls and boys, and women and men, are recognized;
- religion, belief or faith background;
- sexual identity.

Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.

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

- positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassment of disabled people;
- positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice-related bullying and incidents;
- mutual respect and good relations between boys and girls, and women and men, and an absence of sexual and homophobic harassment.

Principle 4: We observe good equalities practice in staff recruitment, retention and development

We ensure that policies and procedures should benefit all employees and potential employees, for example in recruitment and promotion, and in continuing professional development:

- whether or not they are disabled;
- whatever their ethnicity, culture, religious affiliation, national origin or national status;
- whatever their gender and sexual identity, and with full respect for legal rights relating to pregnancy and maternity.

Principle 5: We aim to reduce and remove inequalities and barriers that already exist

In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between:

- disabled and non-disabled people;
- people of different ethnic, cultural and religious backgrounds;

- people of any age, gender or sexual orientation.

Principle 6: We consult and involve widely

We engage with a range of groups and individuals to 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 consult and involve:

- disabled people as well as non-disabled;
- people from a range of ethnic, cultural and religious backgrounds;
- people of any age, gender or sexual orientation.

Principle 7: Society as a whole should benefit

We intend that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in public life of:

- disabled people as well as non-disabled;
- people of a wide range of ethnic, cultural and religious backgrounds;
- people of any age, gender or sexual orientation.

Principle 8: We base our practices on sound evidence

We maintain and publish quantitative and qualitative information showing our compliance with the public sector equality duty (PSED) set out in clause 149 of the Equality Act 2010.

Principle 9: Objectives

We formulate and publish specific and measurable objectives, based on the evidence we have collected and published (principle 8) and the engagement in which we have been involved (principle 7).

The objectives which 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 achieving them.

The curriculum

5. We keep each curriculum subject or area under review in order to ensure that teaching and learning reflect the principles set out in paragraph 4 above.

Ethos and organisation

6. We ensure the principles listed in paragraph 4 above apply to the full range of our policies and practices, including those that are concerned with:

- pupils' progress, attainment and achievement;
- pupils' personal development, welfare and well-being;
- teaching styles and strategies;
- admissions and attendance;
- staff recruitment, retention and professional development;
- care, guidance and support;
- behaviour, discipline and exclusions;
- working in partnership with parents, carers and guardians ;
- working with the wider community.

Addressing prejudice and prejudice-related bullying

7. The school is opposed to all forms of prejudice which stand in the way of fulfilling the legal duties referred to in paragraphs 1–3:
 - prejudices around disability and special educational needs;
 - prejudices around racism and xenophobia, including those that are directed towards religious groups and communities, for example antisemitism and Islamophobia, and those that are directed against Travellers, migrants, refugees and people seeking asylum;
 - prejudices relating to age, gender or sexual orientation.
8. There is guidance in the staff handbook on how prejudice-related incidents should be identified, assessed, recorded and dealt with. Concerns can be recorded using the bullying report form found in the anti-bullying policy or on the logging a concern form.
9. We keep a record of prejudice-related incidents and, if requested, provide a report to the local authority about the numbers, types and seriousness of prejudice-related incidents at our school and how they are dealt with.
10. At every full governing body meeting, the head teachers' report includes an update as to whether any prejudice-related incidents have taken place.

Roles and responsibilities

11. 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.
12. A member of the governing body has a watching brief regarding the implementation of this policy.
13. The head teachers are 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.
14. The head teachers have day-to-day responsibility for co-ordinating implementation of the policy.
15. All staff are expected to:
 - promote an inclusive and collaborative ethos in their classroom;

- deal with any prejudice-related incidents that may occur;
- plan and deliver curricula and lessons that reflect the principles in paragraph 4 above;
- support pupils in their class for whom English is an additional language;
- keep up-to-date with equalities legislation relevant to their work.

Information and resources

16. We ensure that the content of this policy is known to all staff and governors and, as appropriate, to all pupils and their parents and carers.
17. All staff and governors have access to a selection of resources which discuss and explain concepts of equality, diversity and community cohesion in appropriate detail.

Religious observance

18. We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice.

Staff development and training

19. We ensure that all staff, including support and administrative staff, receives appropriate training and opportunities for professional development, both as individuals and as groups or teams.

Breaches of the policy

20. Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the head teachers and governing body.

Monitoring and review

21. We collect, study and use quantitative and qualitative data relating to the implementation of this policy, and make adjustments as appropriate.
22. In particular we collect, analyse and use data in relation to achievement, broken down as appropriate according to disabilities and special educational needs; ethnicity, culture, language, religious affiliation, national origin and national status; and gender.

Background and acknowledgements

1. In its overall framework this model policy on all equalities in education is based on the race equality policy that Derbyshire County Council developed in response to the Race Relations Act 2000, and that was included in *Here, There and Everywhere: belonging, identity and equality in schools* published by Trentham Books in 2004.
2. The model statement takes into account guidance issued by several other local authorities, including Buckinghamshire, Cambridgeshire, Dudley, Durham, Hertfordshire, Newcastle, Sheffield and Somerset.
3. The list of principles at paragraph 4 is adapted slightly from material in *Equality Impact Analysis: a workbook*, the most recent version of which was published by the Department for Education in February 2011.
4. The phrasing at certain points reflects the specific duties required by the Equality Act 2010 to publish information (principle 8) and to formulate and publish objectives (principle 9).

This policy was ratified on 9th February 2023

Signed by the Headteacher

Chair of Governors

Fulbourn Primary School

Prejudice-related incident reporting form

A prejudice-related incident refers to an incident where a person has been targeted for unjust and discriminative reasons, such as race or gender.

Schools should monitor the number of prejudice-related incidents which occur in order to assess whether any further action is required, such as the implementation of an Equal Opportunities Policy. To assist in this monitoring, schools can complete this form in the event of a prejudice-related incident, noting details of what occurred and any action taken. A new document should be completed per offender. Once completed, the form should be passed over to the headteacher or another relevant senior leader as soon as possible.

Details of prejudice-related incident		
Name of the person reporting the incident:		
Date of incident:		
Victim's name:		
Victim's date of birth:		
Type of incident: (Tick applicable category/ categories)	Homophobia: <input type="checkbox"/>	Sexism: <input type="checkbox"/>
	Transphobia: <input type="checkbox"/>	Disability or health condition: <input type="checkbox"/>
	Racism: <input type="checkbox"/>	Family circumstance: <input type="checkbox"/>
	Other (specify): <input type="checkbox"/>	
Names of people who have been informed:	<ul style="list-style-type: none"> • • • • 	
Person who committed the offence: (Include their name and date of birth)	Pupil: <input type="checkbox"/>	Teaching staff: <input type="checkbox"/>
	Visitor: <input type="checkbox"/>	Parent: <input type="checkbox"/>
	Other staff: <input type="checkbox"/>	Governor: <input type="checkbox"/>

	Other (specify): <input type="checkbox"/>
Location of the incident:	
Description of the incident:	
Was this a physical or a verbal incident?	
Were physical injuries sustained? If yes, specify the extent and to whom:	
Names of other people involved, including bystanders:	<ul style="list-style-type: none"> • • • •
Has the offender been involved in previous prejudice-related incidents? If yes, please provide details:	
Has damage been done to school property? If yes, specify the extent:	
What action will be/has been taken?	
Have the police been informed?	
What measures are in place to prevent a similar incident from occurring again?	

Signed by:

Date:
