



# Rackenford Primary School

## Equality and Diversity Policy

Status	Statutory
Job title	Head of School
Nominated prime author:	Emily Budden
Policy to be implemented by:	All Staff
Version date:	December 2022
Review period	4 years
Date approved:	08.03.23
Signature of Co-Chair of Governors:	 

## **Equality and Diversity Policy**

### **Introduction**

Rackenford Primary School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act 2010 provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

We recognise that these duties reflect international human rights standards as expressed in the UN convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

### **School Ethos, Vision & Values**

At Rackenford Primary School we will ensure that, in everything we do, we will continue to promote diversity and equality of opportunity, eliminate discrimination, and bring about positive change. This policy seeks to enhance and promote the high quality education we provide already and to assist in creating a productive, safe and prejudice free environment which treats all people who work or visit here fairly and with dignity. We will not tolerate less favourable treatment on the grounds of: gender, race, colour, ethnic or national origin, disability, (which includes pupils who are young carers for family members with disabilities), marital status, sexual orientation, responsibility for dependants, age, trade union or political activities, religion/beliefs, transgender or any other reason which cannot be shown to be justified.

The school is committed to ensuring equal treatment of all our staff, pupils and any others involved in the school community. It will ensure that no groups of people are treated less favourably in any procedures, practices and service delivery. The staff Pay Policy will determine staff pay in line with the Gender Pay Gap report and LA policy.

This policy should be read in conjunction with policies such as SEN Policy and Accessibility Plan.

### **Purpose of the policy**

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 or treat them less favourably because of their sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation, pregnancy or maternity

The Act requires all public organisations, including schools to comply with the Public Sector Equality Duty and two specific duties:

## **The Public Sector Equality Duty or “general duty”**

This requires all public organisations to:

- Eliminate unlawful discrimination
- Advance equality of opportunity between different groups
- Foster good relations between different groups

## **The “specific duties”**

This requires all public organisations to:

1. Publish information to show compliance with the Equality Duty
2. Publish Equality Objectives at least every four years which are specific and measurable

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 and also provides guidance to staff and visitors about our approach to promoting equality. As an equal opportunities institution, we are committed to the values of integrity, impartiality, courtesy and helpfulness, in our dealing with staff, pupils, parents/carers, partner organisations and others involved in the school community. Diversity involves recognition that everyone is different, and that this is valued and promotes respect.

## **Rackenford School Equality Objectives - Strategic Priorities**

The strategic priorities of the school are centred on our philosophy of ‘Known, cared for and understood’ which reflects our commitment to inclusion. Key elements of the school’s 2022/23 improvement plan are:

- **QFT meets the needs of the lowest 20% of pupils within every lesson.**
- **Provision meets the needs of pupils with SEND allowing them to make good progress.**
- **All children leave EYFS, KS1 and KS2 at the expected standard in all subjects including phonics.**
- **Staff are confident to teach equality and diversity across the curriculum and our provision strong promotes equality and diversity.**

**Embedded in our philosophy is:**

- **The close tracking of progress, in accordance with Equality Objectives, which allows early identification of underachievement.**
- **The attendance of all pupils and groups is closely monitored in line with Equality objectives. Interventions improve overall attendance in line with National, the rate of PA decreases from the previous year.**

- **Suspensions are monitored for all pupils and groups in line with Equality objectives and proactive interventions reduce suspensions in all groups.**
- **Staff implement the school's Positive Behaviour Policy, anti-bullying and online safety strategies in line with equality objectives; pupils manage their own behaviour, bullying is rare, monitored and swiftly acted upon.**

This Equality Policy is underpinned by these key objectives and philosophy.

### **Strengths and Weaknesses**

The school has a fully inclusive policy and works closely with outside agencies to offer individual pupils the support and resources they require to succeed.

Our 2022/23 Pupil Premium Statement outlines how we are tackling our disadvantaged gap. Outcomes for pupils with SEND vary, according to the performance measure.

Our commitment to inclusion is evidenced by our intake which includes all pupils eligible to attend this school, the success of our pastoral support team and personalised curriculum for some pupils and our low permanent exclusions rate.

We work closely with our parents/carers and are responsive to need when informed, for example provide information on our website, translated information for parents/carers for whom English is not their first language and make different access arrangements for parents/carers evening or meetings if requested to do so.

### **The General Duty**

We will actively seek to:

- Promote equality of opportunity for all persons and eliminate discrimination which is unlawful under the 2005, 2007 and 2010 Acts
- Eliminate harassment of people that is related to their disabilities, race, gender, sexuality or age
- Promote positive attitudes to all people – this means not representing people in a demeaning way, and it also means not pretending they don't exist and not representing them fairly and equally
- Encourage participation by all groups of people in public life – it is also important to respect the wishes of children with specific needs so they do not feel pushed into activities which will cause them undue stress or embarrassment
- Take steps to take account of a disabled person's disabilities or specific needs, even when this involves treating them in a more favourable way than other persons
- Promote positive attitudes towards people of all genders – this means not representing people in a demeaning way or accepting derogative gender related language

- Put in place additional support for young carers. A register of these students is maintained.
- Ensure that gender stereotyping or racist and homophobic material is not evident in the curriculum or the language used in the school
- Ensure appropriate support for isolated and potentially marginalised students of different racial, cultural and religious groups, including Asylum Seekers, Refugees, Gypsies and other Travellers
- Work with parents/carers and guardians, and with the wider community, to challenge and eliminate discrimination and to follow and promote good practice. Create an environment which respects and values diversity
- Ensure that all pupils and staff are treated equally and fairly in all respects so that they are able to reach their full potential

### **What do we understand by “disability”?**

The Disability Discrimination Act 1995 (DDA) defines a disabled person as: “someone who has a physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities”. This definition covers pupils with physical (including sensory), intellectual or mental impairments. The definition is broad and might include children with a learning disability, sensory impairment, severe dyslexia, diabetes or epilepsy, students who are incontinent, or who have AIDS, severe disfigurements or progressive conditions like Muscular Dystrophy. This definition was amended and broadened by the 2005 Disability Amendment Act and the 2010 act to include carers. People with cancer or surviving cancer are now included, as are people with HIV and Multiple Sclerosis from the point of diagnosis. For a mental impairment the need for it to be clinically well recognised has been removed.

The Disability Equality in Education (DEE) recommends that all pupils with SEND and those with long term medical needs be treated as disabled for the purposes of the Act and for equality. This is an addition to all pupils with long-term impairments, which have a significant impact on their day-to-day activities. We understand that the definition of disability under the Act is different from the eligibility criteria for special education needs provision. This means that disabled pupils may or may not have special education needs. The School recognises that social, educational and behavioural difficulties are part of this definition.

For other definitions see the Disability Rights Commission website.

### **How we will meet the General Duty & Specific Duty**

This Equality Scheme provides us with a framework for integrating equality into all aspects of school life and demonstrates how we are actively seeking to meet the specific duty i.e. to produce an Equality Scheme for our school.

### **Involvement of Groups of People in Developing the Scheme**

- The weekly newsletter is available on the website for every family. There is a specific SEND section on the website which is regularly updated. Parents/carers or carers of children with SEND are regularly invited to attend review meetings. Children with SEND are given additional

transition from EYFS to KS1, KS1 to KS2 and KS2 to KS3. Surveys of parents/carers and of pupils will include questions related to equality so that information can be gathered consistently. Staff & pupils are invited to give their views. Governors meetings are all vehicles to feedback to relevant stakeholders the outcome of any suggestions and what the school is doing in response to points raised

- School records are kept for 10 years to show all pupils with SEND and any actions taken to involve pupils and the outcomes that have been achieved e.g. results of questionnaires, feedback form individual pupils and parents/carers etc. As appropriate any adjustments will also be recorded in Learning, Progress and Welfare Committee or Full Governors' minutes
- All pupils will be actively encouraged to take part in at least one extracurricular activity each year.
- The School Council will be open to the full spectrum of pupils at the school and representatives from each class are elected through a democratic process.
- By using the definition of disability provided by the DDA and by incorporating feedback from staff, pupils, parents/carers and carers with disabilities, we will collate information regarding the range of barriers and any discrimination faced by people who visit or work in the school. The action plan will then indicate the reasonable adjustments the school will put in place to address these.

### **Policy, Planning and Review**

We will ensure that the principles and procedures apply to the full range of our policies and practices including those that are concerned with:

- Pupils' progress, attainment and assessment
- Behaviour, discipline, suspensions and exclusions
- Pupils' personal development and pastoral care
- Teaching and learning
- Admissions and attendance
- The content of the curriculum
- Staff recruitment and professional development
- Partnerships with parents/carers and communities

We will promote equality and challenge discrimination in a wide range of ways including:

- Developing opportunities to celebrate the richness and diversity of different cultures
- Dealing with issues of prejudice through assemblies and PSHE
- Celebrating pupil achievement
- Challenging inappropriate comments throughout the school
- Reporting all racist/homophobic incidents
- Eliminating the use of stereotypes and negative images and promoting the use of positive images wherever possible

## **Developing a voice for staff, pupils and parents/carers from specific groups:**

- All pupils and their parents/carers are invited to at least one transition meeting and parents/carers are invited to a specific parents' evening with their child every year.
- Additional transition meetings are set up where specific needs are identified – using outside agencies for advice as required. All pupils with an identified disability and their parents/carers are invited to annual and interim review meetings.
- EAL students are supported by Babcock EAL team where appropriate.
- Aspects of equality and how to improve the school will be covered in PSHE and other curriculum areas such as RE, assemblies and School Council. Feedback from pupils is collected via pupil voice and fed into future strategic planning
- Parents/carers and pupils from all groups are encouraged to actively contribute to school life such as attending Parents Evenings, responding to surveys etc.
- Staff will be able to recognise and tackle racial/gender bias and stereotyping and deal with such incidents that may occur
- Staff will promote equal opportunities and incorporate principles of equality and diversity into all aspects of their work
- Staff will provide appropriate support to students in their class for whom English is an Additional Language

**The Governing Body** – Governing Body minutes can be made accessible in different formats and the language is kept as clear as possible. The names and contacts for all Governors are published on the school website. When a position becomes vacant all parents/carers are invited to stand and statutory procedures for elections are held. The literature makes it clear that all parents/carers are welcome with suggestions on how accommodation can be made for governors with disabilities. The same is true for all staff of the school.

**Removing barriers** – the school will take every opportunity to make the physical environment, the curriculum, extra-curricular opportunities and communications more accessible to all pupils, parents/carers and the community – this is reflected in the Accessibility Plan.

**The Curriculum, including teaching and learning** - Equality is embedded in all curriculum materials and is covered directly as part of RE, RSE and PSHE programmes with an emphasis on developing positive attitudes. Issues surrounding equality are also addressed in other subjects, assemblies and through workshops.

**Eliminating harassment and bullying** – Bullying and harassment, including those carried out using modern technologies are dealt with through established policies such as online safety, anti-bullying, whistle-blowing, and positive behaviour policy. All such incidents will be dealt with seriously and parents/carers informed either by telephone or in writing. Racial or homophobic harassment forms (BPRI) will be returned to the relevant body whenever an incident is found to have occurred. In

extreme or repeat cases the perpetrator may receive a fixed term suspension or permanent exclusion.

**Reasonable Adjustments** - The school will make every effort to make reasonable adjustments, although there will always be site and financial constraints which will make some adjustments unreasonable. Not taking “reasonable steps” to avoid putting pupils at a substantial disadvantage can only be justified if there is a reason which is both material and substantial to the particular case. The school can take account of the:

- Need to maintain academic and other standards
- Funding available
- Practicalities for making the particular adjustment
- Health and Safety of the disabled pupil and others
- Interests of other pupils

All pupils with disabilities have personalised arrangements in terms of the site. Reasonable adjustment to individual needs such as individual toilet facilities set aside, medical facilities, seating arrangements, teaching rooms utilised, withdrawal from specific lessons etc are all employed as part of our accessibility plan. All reasonable adjustments are made in consultation with the pupil, their parent/carer and any external agencies. Additional support for specific activities is provided such as for PE and extra-curricular activities. Our aim is that every child should have access to the full range of activities and experience throughout their education.

**School Facility/Lettings** –The school will not let its premises to groups who do not promote equality and adhere to the school’s ethos in terms of equality.

**Contractors & Procurement** – Catering and school staff are very aware of who has food allergies (wheat, sugar, nuts etc) and comply with our healthy eating guidelines. First Aid trained staff have training in dealing with problems if they arise – e.g. use of auto injectors, asthma inhalers. The administrator will make all contractors aware of our Equality Scheme before they start work for us.

**Information, Performance and Evidence**

Four broad areas:

<p><b>What Data:</b></p> <ul style="list-style-type: none"> <li>● Involvement of groups of pupils in extracurricular activities</li> <li>● Suspension, exclusion and behaviour log information on different groups of pupils</li> <li>● Examination and progress data</li> <li>● Feedback from parent and pupil questionnaires</li> <li>● Pupil views</li> </ul>	<p><b>How</b></p> <ul style="list-style-type: none"> <li>● Parental and pupil questionnaires</li> <li>● Small pupil focus groups</li> <li>● Meetings with parents</li> <li>● School Council feedback</li> <li>● Data from progress assessments</li> <li>● SIMs records, Go assessment data and FFT data</li> </ul>
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<p><b>Analysis</b>  We will analyse the data against our action plan  We will analyse progress data against national data as available</p>	<p><b>Possible Actions:</b>  Review the action plan and create new targets  Amend the curriculum  Restructure support and guidance  Report the finding and analysis to all stakeholders</p>
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**Pupil Achievement** – Achievement is analysed for all pupils and groups.

**Learning Opportunities** – The school has close links with our local nursery groups and the secondary school.

We will make the summary content of the Equality Act known to all pupils so that they can work with the school in eradicating inequality and discrimination.

### **Admissions, Transitions, Suspensions and Exclusions**

Admission is coordinated by Devon County Admissions Team. DCC like all public bodies adheres to the DDA code of conduct. Children registered as disabled or with statements of SEND have preferential admission criteria. The school adheres to Fair Access Protocols.

Arrangements to deal with specific disabilities are dealt with in conjunction with the pupils, their parents/carers and any outside agencies that have been involved.

A transition day is planned during the summer term where all pupils spend the day with their new class and teacher.

### **Social Relationships**

#### **Employing, promoting and training staff**

Rackenford Primary School adheres to the regulations regarding recruitment. We use Medigold Health to assess the workplace for staff with any form of disability and use their recommendations to make reasonable adjustments – such as special furniture, monitors etc. All staff have equal opportunities to training and this is monitored through the annual appraisal process.

#### **Impact Assessment**

- We will ask School Council to assess impact against points in the action plan
- We will ask for parental feedback regarding impact as part of our questionnaires
- We will monitor data by gender, SEND and if appropriate race.

- The SEND team will keep accurate records of progress of SEND pupils. Progress will be analysed annually to consider the impact of pupil support
- We will gather feedback from staff
- Feedback will be made to: Governors, parents/carers and through personal contact, the School Council, staff via briefings and Union representatives
- The plan will be shared with the Governing Body via the Headteacher's report.
- Governors' Learning Progress and Welfare Committee will review the plan.

### Reviewing/Monitoring

This scheme will be revised at least every three years. The scheme will be made available through our website.

Signed: *EBudden* Head of School

Signed: *EBudden* Designated Member of Staff

**Date:** 08/03/2023

### Appendix 1 Equality Action Plan

This action plan includes the priorities of staff; pupils are parents/carers who were consulted.

It needs to be read in conjunction with the school's accessibility plan.

The impact of implementing this plan will be to make Rackenford Primary School a more accessible and welcoming place for people to visit and work.

The plan will be reviewed and progress reported to the Governing Body. The plan will be published on the web site.

Priority	Action Required	Success Criteria	Timescale	Responsible Person (s)
<b>Parents/carers/visitors</b>				

Parents/care rs Evening	All parents/car ers with disabilities to have the support they require as request ed by them.	Parents/car ers able to attend and receive feedback from staff	Ongoing	Head of School
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<b>Pupils</b>				
Progress / Attainment	Reduce the progress gap between disadvantaged, SEND, vulnerable groups and others.	Any gaps are narrowed	July 2023	SENDCo, KS leaders and Head of School

Curriculum	Ensure the curriculum and resources are non- stereotypical and give a balanced view of issues. Subject Leaders developing links between their key objectives and the learning journey for pupils.	No inappropriate materials are used in curriculum delivery.	July 2023	Assistant Heads of School
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	Ensure that as far as reasonably possible all trips and activities planned by the school are open and accessible to all pupils. This will include school trips, school productions, lunchtime and after school clubs and musical activities.	Pupils are able to access trips with reasonable adjustments.	Ongoing	All staff in conjunction with the SENDCo
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	Monitor carefully the progress, both academically and socially, of pupils with disabilities. This progress is to be reported annually to the school governing body as required by the school's SEND policy.		Ongoing	Head of School
Public Life	Ensure pupils with disabilities are actively involved in the life of the school.		Ongoing	All staff in conjunction with the SENDCo
Pupil Voice	Raise awareness of issues regarding equality with pupils so that more input is received from pupils. Aim that there is always at least one pupil with protected characteristics on the School Council	Use PSHE, assemblies, newsletters and website to report positively about equality.	Ongoing	Head of School

Sports	Ensure that all pupils with a disability have the opportunity to take part in Physical Education and extracurricular activities	Teaching Assistants assist with sports to enable participation	Ongoing	Subject Leader for Physical Education/ SENDCo
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Extra-curricular Activities	Ensure that there are activities available to attract both males and females	Equal numbers of male and female pupils attend at least one extracurricular activity	Ongoing	Subject Leader for Physical Education and Assistant Head of School
	SEND department will monitor the needs of pupils with physical disabilities and complete risk assessments as required.	Pupils are able to participate in extracurricular activities.	Ongoing	SENDCo
Fire Safety	To regularly monitor the emergency evacuation plan	Pupils with disabilities can be evacuated safely.		SENDCo
<b>Staff</b>				
Recruitment	The school will continue to adhere to all legislation regarding recruitment	Equality of opportunity will be stated in recruitment for posts		Head of School/ Administrator

	of staff with regards to gender			
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Maternity	Staff will be supported by reasonable adjustment during the pregnancy and then by flexible return arrangements if suitable. Risk assessments are completed when pregnancy is known. Flexible working requests are available through the flexible working policy	Staff with young child are not disadvantaged	Ongoing	Head of School /administrator
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Promotion	Monitor distribution of promoted posts throughout the school.	A gender balance reflective of the school staff make-up is maintained.	Ongoing	Head of School
CPD	All staff have equal opportunities for high quality CPD	Staff receive training	Ongoing	Head of School
Ethos	All staff maintain a zero tolerance to sexist or homophobic comments. All incidents are dealt with, should they occur, with serious incidents reported to FLT.	Sexist or gender related comments are minimal and swiftly dealt with if they occur.	Ongoing	Head of School

Retention	Staff who develop a disability will be offered support through Occupational Health	Any reasonable adjustment to work situation will be explored using external advice	Ongoing	Head of School
Governors	Make sure all Governor meetings are accessible.	Governor applications are encouraged from all people with protected characteristics.	Ongoing	Executive Head