



Baildon Church of England Primary School and Nursery

Equal Opportunities Statement

January 2017

Policy Approval

Capacity	Name	Signature	Date
Head Teacher			
Chair of Governors			



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Mission Statement

In our school we celebrate being part of God's family. We inspire our children with a love of learning in a safe, happy environment, which will enable them to flourish and reach their individual potential.

1. Introduction

Legislation

The Equality Act 2010 ("the Act") provides a modern, single legal framework with three broad duties:

- Eliminate discrimination;
- Advance equality of opportunity; and
- Foster good relations.
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Baildon Church of England Primary fully understands the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- Age;
- Disability; a person who has a physical or mental impairment which has a substantial and long term effect on his/her ability to carry out normal day to day activities
- Race, colour, nationality, ethnic or national origin;
- Sex (including transgender);
- Gender reassignment; a person who proposes to, starts or has completed a process to change his/her gender. This does not have to be under medical supervision
- Maternity and pregnancy; pregnancy related illness must not be taken into account when considering a woman's employment
- Religion and belief; this covers all faith with a structure and belief system which has weighty and substantial influence on human life and behaviour. Those of no faith are also covered
- Sex: both men and women are protected under the Act
- Sexual orientation; the Act protects bisexual, gay, heterosexual and lesbian people
- Marriage and civil partnership (for employees).

At Baildon Church of England Primary School we believe that every child is a learner and can achieve, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith, sexual orientation or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The achievement of pupils will be monitored by race, gender and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. At Baildon Church of England Primary School, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.



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In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties.

These are to:

- Publish equality information – to demonstrate compliance with the general duty across its functions - We will not publish any information that can specifically identify any child.
- Prepare and publish equality objectives - to do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as Baildon Church of England Primary. This will include the following functions:
 - Admissions;
 - Attendance;
 - Attainment;
 - Exclusions; and
 - Prejudice related incidents.

Our objectives will detail how we will ensure equality is applied to the services listed above however; where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

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.

The Policy

The Baildon Church of England Primary's Equality Information and Objectives Policy draws together all previous equality legislation and details how Baildon Church of England Primary is fulfilling the requirements of the Act.

Addressing Prejudice Related Incidents

Harassment on account of race, gender, disability or sexual orientation is unacceptable and is not tolerated within the school environment.

Baildon Church of England Primary is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. All staff are expected to deal with any discriminatory incidents that may occur. They are expected to know how to identify and challenge prejudice and stereotyping; and to support the full range of diverse needs according to a pupil's individual circumstances.

Racist and homophobic incidents and other incidents of harassment or bullying are dealt with by the member of staff present, escalating to a class teacher / headteacher where necessary. All incidents are reported to the headteacher and racist incidents are reported to the governing body and local authority on a termly basis.

What is a discriminatory incident?

Harassment on grounds of race, gender, disability, sexual orientation or other factors such as socio-



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economic status, can take many forms including verbal or physical abuse, name calling, exclusion from groups and games, unwanted looks or comments, jokes and graffiti.

A racist incident is defined by the Stephen Lawrence Inquiry Report (1999) as: 'any incident which is perceived to be racist by the victim or any other person'.

Types of discriminatory incident

- Types of discriminatory incidents that can occur are:
- Physical assault against a person or group because of their colour, ethnicity, nationality, disability, sexual orientation or gender;
- Use of derogatory names, insults and jokes;
- Racist, sexist, homophobic or discriminatory graffiti;
- Provocative behaviour such as wearing racist, sexist, homophobic or discriminatory badges or insignia;
- Bringing discriminatory material into school;
- Verbal abuse and threats;
- Incitement of others to discriminate or bully due to victim's race, disability, gender or sexual orientation;
- Discriminatory comments in the course of discussion;
- Attempts to recruit others to discriminatory organisations and groups;
- Ridicule of an individual for difference e.g. food, music, religion, dress etc;
- Refusal to co-operate with other people on grounds of race, gender, disability or sexual orientation.

Responding to and reporting incidents

It should be clear to pupils and staff how they report incidents. All staff, teaching and non-teaching, should view dealing with incidents as vital to the well-being of the whole school.

Baildon Church of England Primary will make reasonable adjustments to meet the needs of disabled pupils and implement an accessibility plan aimed at:

- (a) increasing the extent to which disabled pupils can participate in the curriculum;
- (b) improving the physical environment of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided; and
- (c) improving the availability of accessible information to disabled pupils.

Baildon Church of England Primary's leaders accept and welcome their responsibility to have due regard in decision-making and actions to the possible implications for pupils with particular protected characteristics. They will consider equality implications before and at the time that they develop policy and take decisions.

Responsibility

We believe that promoting equality is the whole of Baildon Church of England Primary's responsibility.

How does Baildon Church of England Primary eliminate discrimination and other conduct that is prohibited by the Act, advance equality of opportunity between people who share a protected characteristic and people who do not share it, and foster good relations between people who share a protected characteristic and people who do



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Baildon Church of England Primary does this by measures that include:

- (a) for pupils - implementation of policies on equal opportunities (including race and gender equality, special needs, behaviour and anti-bullying);
- (b) for staff - implementation of policies on equal opportunities, recruitment and selection, pay and anti-harassment policy;
- (c) PSHCE, SRE, RE and other elements within the curriculum that promote friendship and understanding about cultures and lifestyles;
- (d) employing specialist staff to support pupils with special needs or disabilities, and implementing the Baildon Church of England Primary's disability access plan;
- (e) monitoring of welfare, with intervention and support where required;
- (f) taking steps to meet the particular needs of pupils or staff that have a particular characteristic.



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Strand	Objective	Actions	Who is responsible	Timeframes	Success Indicators
Pupil Achievement	To ensure that all pupils achieve	All pupils are assessed, monitored and tracked through internal tracking systems. Analysis of groups undertaken including race, gender, term of birth as well as disadvantaged pupils.	SLT monitoring assessments which all staff complete.	Three times a year in line with assessment calendar.	Analysis of groups demonstrates a diminishing difference between groups.
	To ensure that Pupil Premium and SEN groups maximise the possible progress they can make.	Careful monitoring of achievement of SEND pupils and pupils from low income and disadvantages families so as to try to diminish the difference which exists All staff are mindful of the academic and social needs of all children, especially potentially vulnerable children.	Monitoring by SLT and in particular by the Inclusion Assistant Headteacher. All staff	Regular monitoring	Teaching programmes and support are in place to address the needs of children so that they are making progress.
		Under-achievement is	SLT monitoring	Interventions to be	



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		identified and appropriate intervention is applied.	and follow up by Assistant Headteacher for Inclusion.	used ongoing all year to address different misconceptions/ address gaps.	
Pupil Access to Opportunities	To ensure that all pupils have opportunities to make a positive contribution to the life of the school through attending extra-curricular opportunities, taking part in assemblies, fundraising events, concerts and competitions etc	<p>Ensure that all children are offered the opportunities to make a positive contribution to the life of the school – monitor uptake and keep records of all those who attend/ are involved in different aspects of school life</p> <p>Organise that additional support is put in place to enable children with disabilities to attend activities through the provision of 1: 1</p>	<p>All staff to monitor the involvement of their children in own class in events pertinent to them (enterprise/ reading in plays etc / assembly involvement) PE and Music leaders to keep records of uptake of activities.</p> <p>Inclusion Leader/ SLT to organise provision</p>	Ongoing all year	<p>Involvement is representative of all groups of school.</p> <p>Children who have disabilities are involved in activities where they express an interest.</p>



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		support / participate in different events			
Respect for all	To promote the understanding and respect for difference	<p>Issues are covered in CW and in PSHE</p> <p>School promotes British Values as well as values the cultural and religious identities of the school</p> <p>Any issues which arise are addressed immediately and parents and any relevant authority are informed.</p> <p>Pupils feel valued and safe and understand</p>	<p>PSHE and Head to monitor coverage</p> <p>Head and RE Leader</p> <p>Member of staff who observes and issue such as racial comments etc to make SLT aware of and Head/Deputy to address through talking to relevant parties and contacting parents where needed. Notifying Bradford if required.</p> <p>Monitoring by Governors and SLT</p>	<p>Ongoing all year</p> <p>Ongoing all year</p> <p>As and when it happens</p> <p>Monitoring at least 3 times a year.</p>	<p>Range of activities and themes planned into the year. Pupils can discuss confidently the need for respect for people of gender, race and religion.</p> <p>All staff are aware of and respond to racist incidents.</p> <p>Children feel safe and valued and</p>



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		the behaviour policy	through discussions with pupils.		positive behaviour evident in school.
Resources and Displays	To ensure that resources and displays promote diversity in terms of race, religion, gender, disability	Staff to provide a range of reading materials for pupils which promote diversity in race, gender and disability. Similarly, displays through school to promote race, gender and disability.	Learning Walks and monitoring of classrooms by SLT and Governors.	Ongoing all year.	Resources and displays reflect race, gender and disability positively.
Teaching	To provide good or better teaching for all pupils	Teaching and learning are carefully monitored with support and additional CPD provided for staff where need is identified.	SLT	Ongoing all year.	