

Dormansland Primary School



Equality Policy

Date adopted	Spring 1 2024	Next review due	Spring 1 2026
Review period	Annual	Status	Non-Statutory
Written by	Mr M Cook Mrs F Davies	Governor review by	Noted

The Single Equality Scheme requires schools to consider the **general** and **specific duties** in promoting equality across the full range of protected characteristics, namely:

- ☞ Sex
- ☞ Race
- ☞ Disability
- ☞ Sexual orientation
- ☞ Religion or belief
- ☞ Gender reassignment
- ☞ Pregnancy or maternity

In addition, schools must consider marriage and civil partnership (only in respect of unlawful discrimination) and age as a relevant characteristics in their role as employers, but not in relation to pupils.

Through this Equality Policy, the school seeks to ensure that no pupils, staff, parents, carers, Governors or any other person who has contact with the school receives less favourable treatment on any grounds which cannot be shown to be justified.

The principles of this policy apply to all members of the extended school community, pupils, staff, governors, parents, community members visitors and contractors.

The General Duty

Public bodies have a general duty to:

- ☞ eliminate conduct that is prohibited by the Equality Act (2010)
- ☞ advance equality of opportunity between people who share a protected characteristic and people who do not share it
- ☞ Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

The Specific Duties

Public bodies have a general duty to:

- ☞ Publish information annually showing that they have complied with the General Duty
- ☞ Publish evidence of the equality analysis undertaken annually
- ☞ Publish details of engagement undertaken with those with an interest in furthering the aims of the General Duty and the engagement they undertook in developing their Equality Objectives
- ☞ Set and publish Equality Objectives

Specific Roles and Responsibilities

School governors are responsible for:

- ☞ making sure the school complies with current equality legislation
- ☞ making sure this policy and its procedures are followed
- ☞ review and update the Policy and Plan as agreed.

The Headteacher is responsible for:

- ☞ making sure the policy is readily available and that the governors, staff, pupils and their parents/carers know about it and are familiar with it.
- ☞ making sure its procedures are followed
- ☞ producing regular information for staff and governors about the policy and how it is working and providing training for them on the policy, if necessary
- ☞ making sure all staff know their responsibilities and receive training and support in carrying these out
- ☞ taking appropriate action in cases of harassment and discrimination

All school staff are responsible for:

- ☞ modelling good practice, dealing with discriminatory incidents and being able to recognise and tackle bias and stereotyping. This includes documentation protocols.
- ☞ promoting equality and avoiding discrimination against anyone
- ☞ keeping up to date with the law on discrimination and taking training and learning opportunities

Pupils are responsible for:

- ☞ following the school 'golden thread'
- ☞ living by the school values
- ☞ contributing to the Behaviour and Anti-Bullying Policies
- ☞ developing school/class rules which promote community cohesion and respect

Parents/Carers are responsible for:

- ☞ paying due regard to inclusive practice
- ☞ reading and contributing to school policies and supporting their implementation

Visitors and contractors are responsible for:

- ☞ Knowing and following our equality policy

Responsibility for overseeing equality practices in the school lies with the named member of staff and Governor

Responsibilities Include:

- Coordinating and monitoring work on equality issues
- Dealing with and monitoring reports of harassment (including racist and homophobic incidents)
- Monitoring the progress and attainment of potentially vulnerable groups of pupils (e.g. children and young people in care, children from minority ethnic/language or Traveller communities, disabled pupils etc.)
- Monitoring exclusions