



Shotton Hall Primary School

Working together to

SHINE

Successful, Happy, Inspired and Nurtured towards Excellence

EQUALITY POLICY

Reviewed: November 2024

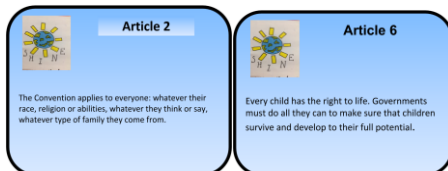
Next Review: September 2025

Ratified by the governing body: December 2024

Amended by: R. Hext

Signed: J. Bowmaker (HT)

T. Watson (COG)



Promoting the equality of all people in our community is of great importance to Shotton Hall Primary School. We have twice been awarded 'Gold Status Rights Respecting Award'. We are therefore committed to the promotion of well-being and achievement for all of our pupils and staff. So, we aim to enhance the culture of inclusion and celebrate the diversity of all who attend our school community. Our most recent Ofsted inspection highlighted our nurturing ethos towards all children.

What we do:

Shotton Hall Primary promotes equality of opportunity in its day to day practice as indicated through the following:

Teaching and Learning:

The school sets out to provide opportunities for success and enabling pupils to reach their potential. This manifests itself through:

- Using data to monitor and track achievement of all pupils
- Monitor achievement by ethnicity, disability and gender
- Setting challenging targets
- Consulting staff and pupils
- Promoting consistency in relation to behaviour
- Celebrating achievement and effort of all pupils
- Promoting values that challenge prejudice
- Seeking parental support for learning

Exclusion and inclusion:

The school bases its exclusion protocol and inclusion programme on the behaviour policy.

This expresses the values that are important to Shotton Hall's community and which manifest themselves in respectful relationships. To ensure exclusion and inclusion are undertaken fairly we will continue to:

- Analyse data once a term
- Analyse end of year data
- Work with outside agencies to provide support for pupils
- Prepare reports for the governing body to ensure any trends are identified.

Admissions:

The Admissions criteria that are agreed by the Governing body promote fair access for all.

Equal Opportunities for staff:

Shotton Hall Primary school is committed to providing equality of opportunity for all staff.

Appointments and promotions are made on the basis of merit and ability in compliance with the law.

The governing body as the employer actively promotes equality for all and ensures recruitment and retention are monitored.

All staff have CPD opportunities as appropriate.

Equality and the law:

Disability Equality Duty (2005)

Equality Act (2010)

We aim to:

- Eliminate discrimination
- Promote equality of opportunity
- Promote good relations between all groups

At Shotton Hall Primary we will continue to:

- Report to governors regarding Equal Opportunities
- Monitor our plans and policies
- Analyse data with reference to exclusions and inclusion
- Use the school curriculum and assemblies to promote positive role models

Disability

The Disability Discrimination Act 2005 defines disability as someone who has a physical or mental impairment which has substantial or long term adverse effect on his or her ability to carry out "normal day-to-day activities".

The act places a duty on schools requiring them to:

- Promote equality of opportunity between disabled people and others
- Eliminate discrimination and harassment of disabled people
- Promote positive attitudes
- Take steps to meet needs of disabled people

Shotton Hall Primary will continue to:

- Monitor the Disability Equality policy and where there are significant changes amend and report to the Governing body
- Review the policy annually
- Consult with disabled users to inform actions

Gender Equality

The Gender Equality Duty places a duty on school to:

- Eliminate unlawful discrimination and harassment on the ground of gender
- Promote equality between men and women

Shotton Hall Primary will continue to:

- Eliminate unlawful discrimination
- Promote equality between men and women

Community Cohesion promotes good relations between pupils from different races, faiths and socio-economic backgrounds.

Shotton Hall Primary will continue to:

- Promote respect and tolerance among pupils through the PSHE programme and the RE curriculum.
- Celebrate cultural and religious differences
- Link with local schools, local organisations and other local organisations

Impact Assessment

Impact assessment will be carried out on our policy and practice covering aspects of equality such as race, disability and socio-economic status. We will look for ways to improve practice as well as eliminate discrimination. A range of information will be gathered to help monitor policies and demonstrate progress in relation to equality impact assessments and inclusion.

Pupils

We will continue to gather information to carry out equality impact assessments by race and disability with regards to:

- Achievement and progression
- Participation in student consultation and voice
- Take up of extended school provision and extra-curricular activities

Staff:

We will continue to collect the following with regard to disability, race and gender:

- staff recruitment, retention.
- CPD
- Disciplinary, grievance, competency

Roles and Responsibilities

Governors-

The Governing Body is committed to the ethos of this school which manifests itself in ensuring that Shotton Hall Primary is an inclusive school for all irrespective of race, gender and disability. The governors are committed to ensure discrimination is eliminated for those applying for roles within the school on the grounds of race, gender or disability.

Reasonable steps are taken to ensure the environment allows access for those with disabilities and that communication is inclusive for parents, carers and students.

The admissions procedure is all inclusive whatever a child's background, race or disability.

Head teacher-

The Head teacher's role is to ensure the accessibility plan and equalities policy is supported by the governors.

The Head teacher will ensure all staff are aware of the accessibility plan and equality policy and that staff apply guidelines fairly in all situations. All appointment panels must give due regard to the policy in order to avoid discrimination with reference to employment or continued professional development.

The head teacher promotes equal opportunities when developing the curriculum and participation in the life of the school.

All incidents of unfair treatment, bullying or discrimination are treated with due seriousness.

Staff-

Staff treat others fairly, equally and with respect and will have due regard to the equality policy.

Staff will endeavour to provide appropriate positive images based on race, gender and disability. They will challenge any incidents that are disrespectful to gender, race, disability or sexual orientation involving pupils or other adults recording serious incidents and draw them to the attention of the Head teacher using the procedures that are in place within the school.