

The Reddings Primary and Nursery **School**



School Equality Scheme

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1: Vision and Values

Our equality vision and the values that underpin school life

Introduction:

At The Reddings, we want all learners and their families, staff and visitors to feel welcome and involved. We are a happy, caring learning community in which we aim for every individual to have an equal opportunity to discover, explore and realise their potential.

We believe it is the right of all to have access to high quality learning experiences in a stimulating, creative learning environment where our learners are supported in taking risks and take great pride in their work. Our Equality Scheme will ensure that every member of our community respects others and is respected themselves, achieves his or her full potential and is welcomed and valued. It is the responsibility of the whole community to abide by this scheme. Equality is fundamental to the whole of the life and curriculum of the school. We value the ethnic, religious and cultural differences in our school and in society. We are committed to valuing and respecting one another and this is reflected in all our work. 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 school equality scheme will be aligned with the School Improvement plan. Its implementation will be monitored within the school self-evaluation and other review processes.

Vision & Aims

Vision

Irrespective of beginnings, we are passionately committed to ensuring that all our children are the 'best they can be'.

Aims

- We embrace life-challenges to develop resilience, confidence and pride.
- With a therapeutic approach, we strive to overcome and remove barriers for and with our children.
- Through an enriched and memorable curriculum, we create engaged and curious learners.
- We build a shared community of tolerance and respect inspired by our diversity.

Equality into policy and practice

As well as the specific actions set out in this plan, the school operates equality of opportunity in its day to day practice in the following ways:

PUPILS

Teaching and Learning:

We aim to provide all our learners with the opportunity to succeed, and to reach the highest level of personal achievement. To do this we will:

- Take account of the achievement of all learners when planning for future learning and setting challenging targets
- Ensure equality of access for all learners and prepare them for life in a diverse society

- Encouraging classroom and staffroom discussion of equality issues which reflect on social stereotypes, expectations and the impact on learning
- Including teaching and classroom based approaches appropriate for the whole school population, which are inclusive and reflective of our learners

The content of the curriculum

- The curriculum is planned to incorporate principles of equality and to encourage thoughtful responses and positive attitudes towards diversity
- Opportunities are found in the curriculum to explore concepts and issues relating to identity and diversity through. RE, History, Geography, Literacy, PSHE and Art
- Provision of a diverse school curriculum, providing personal encounters with other cultures and contributing to the spiritual, moral, social and cultural development of all pupils
- Use materials that reflect diversity of the school population and the local community in terms of race, gender and disability, without stereotyping
- Provision of extra-curricular activities and events to cater for the interests and capabilities of all pupils and to take account of parental concerns related to religion and culture

Inclusion, teaching and learning

- Set suitable learning challenges
- Learning experiences will be structured to enable pupils to make connections with their own lives
- Learners are involved in their own target-setting and assessment
- Respond to pupils' diverse learning needs and different experiences
- Provide EAL and SEN support
- Provide resources which reflect many cultures
- Provide dual language texts
- Use visual images to support those with EAL, or SEND
- Learners will be encouraged to challenge stereotypes and to develop the skills necessary to detect bias and challenge discrimination
- Allocations to teaching groups are monitored to prevent discrimination

Pupils' personal development and pastoral care

- Encourage all children to stand for class election to the school council
- Monitor membership of school council by ethnicity, gender, disability
- Share views about racism, sexism, disability discrimination and sexual orientation in and out of school through planned circle time sessions
- Promote and encourage discussion, learning and understanding of cultures and faiths
- Give opportunities for children to share experiences of religion and culture to promote self-esteem and knowledge for all
- Staff modelling of respectful attitudes
- Encourage all pupils including those with disabilities to participate in the full life of the school

- Provide positive images of disabled people participated in public life and in visiting/being represented in the school
- Challenge the use of discriminatory language
- Promote attitudes and values that will challenge racist and other discriminatory behaviour or prejudice
- Provide opportunities for learners to appreciate their own culture and celebrate the diversity of cultures

Behaviour, discipline and exclusions across equality strands

- Record ethnicity of perpetrator and victim of racist incidents
- Report all incidents to local authority and governing body
- Record unacceptable playground behaviour and apply sanctions
- Discuss school expectations , rewards and consequences and devise class rules with all children
- Operate consistent systems of rewards and sanctions
- Discussion of 'differences' in Circle Time
- Behaviour expectations made clear in Home/School agreement

Pupils Progress, attainment and assessment across equality strands

- Monitor progress of learners by ethnicity, ability, free school meals, SEND status and gender to look for patterns and address where necessary.
- Identify trends and patterns of underachievement and where necessary take positive action to improve attainment

Admissions and Attendance

- Our admissions arrangements are fair and transparent, and do not discriminate on race, gender, disability or socio-economic factors.
- They Follow the standard admissions arrangements for Hertfordshire schools.
- The admissions process is monitored to ensure no particular groups are being disadvantaged unfairly.
- Comprehensive information about pupils' ethnicity, first language, religion, physical needs, diet is collected to ensure we meet the needs of all groups.

Exclusions

- Exclusions will always be based on the school's Behaviour Policy. We will closely monitor exclusions to avoid potential adverse impact and ensure any discrepancies are identified and dealt with.
- Monitor exclusions (when and if they occur) by ethnicity, ability and gender of learner

STAFF and GOVERNORS

Staff recruitment and professional development

- All staff vacancies open to the widest permitted pool of applicants
- Advertise within the community for staff to actively encourage people from different backgrounds
- Adhere to equal opportunity practice
- Record staff development in staff files
- All staff have training to develop awareness around equalities issues

Equal Opportunities for Staff

We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. However, we are committed to ensure wherever possible that the staffing of the school reflects the diversity of our community.

Employer Duties

As an employer we need to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.

Equality aspects such as gender, race, disability, sexual orientation, gender reassignment and faith or religion are considered when appointing staff and particularly when allocating Teaching and Learning Responsibilities (TLR) or re-evaluating staff structures, to ensure decisions are free of discrimination.

Actions to ensure this commitment is met include:

- Monitoring recruitment and retention including bullying and harassment of staff
- Continued professional development opportunities for all staff
- Senior Leadership Team support to ensure equality of opportunity for all staff.

Membership of the Governing Body

- Promote and encourage more diverse and representative membership of our governing body
- Develop support and induction provided for new governors

Partnerships with parents and the community

- Seek to involve all parents in supporting their child's education
- Operate an open door policy for meeting with parents to discuss any issues that may emerge.
- Information and material for parents accessible in plain language
- Premises and facilities equally available for use by all minority groups.
- Promote active links with the local community (see community cohesion section)
- Promote active links with local minority communities

2: School Context

The characteristics of our school

The Reddings is a one form entry Primary and Nursery school in Bennetts End, Hemel Hempstead, Hertfordshire.

Our school is an exciting, nurturing and safe place to learn where we ensure that every child feels happy and secure.

At The Reddings, we want our children to be the best they can be which is why the child is firmly at the centre of everything that we do at school.

Characteristic	Total	Breakdown (number and %)
Number of pupils	219	102 = 47% Female 117 = 53% Male
Number of staff	30	25 = 83% Female 5= 17% Male
Number of governors	9	6 = 67% Female 3=33% Male
Religious character		Does not apply
Mobility of school population		Stability rate 78% (Q5)
Pupils eligible for FME	46	
Deprivation factor	Q4	School location deprivation indicator = quintile 4
Disabled staff	0	
Disabled pupils (SEN/LDD)		Show with statements/school action/school action plus
Disabled pupils (no SEN)	0	
BME pupils	85	
BME staff	2	
Pupils who speak English as an additional language	65	
Average attendance rate		Persistent absence rate 2018-19 was 11.1%
Awards, accreditations, specialist status		Ofsted graded Good. Sing Up Silver Award. School Games Gold, Mode Stars Silver

3: Legal Background

The duties that underpin our scheme

There are a number of statutory duties that must be met by every school in line with legislation from the **Race Relations (Amendment) Act (2000)**, **Disability Equality Duty (2005)** and **Equality Act (2006)**.

The action plan at the end of the Equality Plan outlines the actions that The Reddings will take to meet the general duties detailed below.

Our school is committed to meeting its public sector statutory duties as detailed below. We understand that the duties apply to service delivery and employment and staff management as well as policy development and implementation.

General Duty under the Equality Act 2010:

The purpose of this policy is to set out how our practice and policies have due regard to the need to:

- **eliminate discrimination**, harassment, victimisation and any other conduct that is prohibited by or under this Act.
- **advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it
- **foster good relations** between persons who share a relevant protected characteristic and persons who do not share it.

The Specific Duties of the Act enable schools to meet their obligations under the Public Sector Equality Duty (PSED)

The specific duties require schools to:

- Publish annually information quantitative and qualitative, showing compliance with the public sector equality duty (PSED) set out in clause 149 of the Equality Act 2010.
- To set every four years one or more specific measurable equality objectives that further the aims of the equality duty.

Protected Characteristics

The Equality Act 2010 protects learners from discrimination and harassment based on protected characteristics. The protected characteristics for school provisions are:

- *age (for staff only)*
- *disability*
- *ethnicity and race*
- *gender (sex)*
- *gender identity and reassignment*
- *pregnancy, maternity and breast feeding*
- *religion and belief*
- *sexual orientation*

Race Equality

The General Race Equality Duty requires us to have due regard to the need to:

- Eliminate racial discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial groups

Under our specific duty we will:

- Prepare an Equality Plan which includes our written policy for race equality
- Assess the impact of our policies, including this plan, on learners, staff and parents by ethnic, in particular, the achievements levels of these learners
- Monitor the impact our plans and policies have on such learners, staff and parents towards raising the achievement of minority ethnic groups.

Disability

Definition of Disability:

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

The DDA 2005 has also extended the definition of disability as follows:

- People with HIV, Multiple Sclerosis and Cancer (although not all cancers) are deemed disabled before they experience the long-term and substantial adverse effect on their activities;
- Section 18 has been amended so that individuals with a mental illness no longer have to demonstrate that it is "clinically well-recognised", although the person must still demonstrate a long-term and substantial adverse impact on his/her ability to carry out normal day-to-day activities.

Legal Duties

The DDA 2005 placed a general duty on schools, requiring them to have due regard for the following when carrying out and delivering services:

- Promoting equality of opportunity between disabled people and other people
- Eliminating discrimination and harassment of disabled people that is related to their disability
- Promoting positive attitudes towards disabled people
- Encouraging participation in public life by disabled people
- Taking steps to meet disabled people's needs, even if this requires more favourable treatment

At The Reddings we implement accessibility plans which are aimed at:

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

(See current Accessibility Plan/Action Plan – part of SDP)

Provision for disabled learners is closely linked with the existing provisions for learners with special educational needs. These are the same duties as previously existed under the DDA and have been replicated in the Equality Act 2010.

Gender Equality

The Gender Equality Duty 2006 places a general and specific duty on schools to eliminate unlawful discrimination and harassment on the grounds of gender and to promote equality of opportunity between female and male learners and between women and men and transgender people

Under our general duty we will actively seek to:

- eliminate unlawful discrimination and harassment on grounds of sex and gender reassignment
- promote equality between men and women

Under our specific duty we will:

- Prepare and publish an Equality Plan which covers the requirements for a Gender Equality Scheme identifying our gender equality goals and actions to meet them
- Review and revise this scheme every three years.

Sexual Orientation

The Equality Act 2006 made provisions for regulations to be introduced to extend protection against discrimination on grounds of religion or belief to sexual orientation.

The Equality Act (Sexual Orientation) Regulations 2007 came into force on 30 April 2007, and they make discrimination unlawful in the area of goods, facilities and services on grounds of sexual orientation. For schools, this means admissions, benefits and services for learners and the treatment of learners.

Community Cohesion

The Education and Inspections Act 2006 inserted a new section 21(5) to the Education Act 2002, introducing a duty on the governing bodies of state schools to promote Community Cohesion. Community Cohesion encompasses promoting good relations between learners from different races, faiths, beliefs and socio-economic backgrounds. The duty came into force on 1 September 2007.

Community Cohesion supports good practice in educating learners/students about equality and diversity. It contributes to the school's efforts to provide a broad, balanced curriculum.

4: Roles and Responsibilities and Publish Information

Chain of accountability

The Board of Governors, supported by the Headteacher and staff, is responsible for ensuring the implementation of this scheme.

Commitment to implementation

The Head Teacher retains overall responsibility for ensuring that the action plan is delivered effectively.

Every term, SLT will analyse data to track progress and attainment of all pupils and decide upon actions to address any emerging gaps.

Every 12 months there will be a report on equality and diversity to the Governors meeting.

All staff are responsible for delivering the scheme both as employees and as it relates to their area of work.

Responsibility for	Key person
Single equality scheme	Head teacher, Assistant Head for Inclusion
Disability equality (including bullying)	Assistant Head for Inclusion
SEN/LDD (including bullying incidents)	Assistant Head for Inclusion
Accessibility	Head teacher, Assistant Head for
Gender equality (including bullying incidents)	Head Teacher, SLT
Race equality (including racist incidents)	Head Teacher, SLT
Equality and diversity in curriculum content	Head Teacher, SLT
Equality and diversity in pupil achievement	Head Teacher, SLT
Equality and diversity – behaviour and exclusions	Head teacher
Participation in all aspects of school life	Assistant Head for Inclusion
Impact assessment	Head teacher, SLT, Governors
Engagement /Stakeholder consultation	Head Teacher, SLT
Policy review	Head, AH for Inclusion, Governors
Communication and publishing	Head teacher, Governors

The school equality scheme will be aligned with the School Development Plan. Its implementation will be monitored within the school's self-evaluation and other review processes

The basic principle underlying the new specific duties is that of 'transparency' which ensures that we fulfil the aims of the Equality Duty to eliminate discrimination, advance equality of opportunity and foster good relations between different groups. Transparency means being open about the information on which we base our decisions, on what to publish and how.

Commitment to Publish

In order to meet the statutory requirements to publish our Equality Scheme we will:

- Make the plan available on the website
- Make sure hard copies are available upon request
- Raise awareness of the plan through the school newsletter, staff meetings and other communications;

Roles and Responsibilities

Governors will:

- Provide leadership and drive for the development and regular review of the school's equality and other policies
- Provide leadership and ensure the accountability of the Headteacher and senior staff for the communication and implementation of school policies
- Highlight good practice and promote it throughout the school and wider community

- Provide appropriate role models for all managers, staff and learners
- Congratulate examples of good practice from the school and among individual managers, staff and learners
- Ensure a consistent response to incidents, e.g. bullying cases and racist incidents
- Ensure that the school carries out the letter and the spirit of the statutory duties (and ensuring the provision of 'returns' to the local authority)

Head Teachers and senior staff will:

- Initiate and oversee the development and regular review of equality policies and procedures
- Consult learners, staff and stakeholders in the development and review of the policies
- Ensure the effective communication of the policies to all learners, staff and stakeholders
- Ensure that managers and staff are trained as necessary to carry out the policies
- Oversee the effective implementation of the policies
- Hold line managers accountable for effective policy implementation
- Provide appropriate role models for all managers, staff and learners
- Highlight good practice from departments, individual managers, staff and learners
- Provide mechanisms for the sharing of good practice
- Ensure a consistent response to incidents, e.g. bullying cases and racist incidents
- Ensure that the school carries out its statutory duties effectively

Line managers will:

- Respond to consultation requests by creating opportunities for learners and staff to share their comments, suggestions and feedback, ensuring that all voices are heard
- Implement the school's equality scheme, holding staff accountable for their behaviour and providing support and guidance as necessary
- Be accountable for the behaviour of the staff team, individual members of staff and learners
- Use informal and formal procedures as necessary to deal with 'difficult' situations

- Behave in accordance with the school's policies, leading by example
- Respond appropriately to the behaviour of learners and staff, as a whole, and individuals (praising/challenging as necessary)

- Contribute to managing the implementation of the school's equality scheme

All staff: teaching and non-teaching will:

- Contribute to consultations and reviews
- Raise issues with line managers which could contribute to policy review and development
- Maintain awareness of the school's current equality policy and procedures
- Implement the policy as it applies to staff and learners

- Behave with respect and fairness to all colleagues and learners, carrying out the letter and spirit of the school's equality scheme
- Provide a consistent response to incidents, e.g. bullying cases and racist incidents

- Contribute to the implementation of the school's equality scheme

The Roles and Responsibilities of the parents/carers and the learners**All Pupils will be expected to:**

- Respect each other, regardless of difference or disability
- Undertake activities to promote equality and tackle discrimination
- Behave in accordance with school policies
- Sign the Home School Agreement.

All Parents/Carers will be expected to:

- Support school policies
- Teach their children respect of difference and disability and act as positive role models.
- Work with the school to promote equality and tackle discrimination
- Sign the Home School Agreement

Further information is outlined in the Home/School Agreement

5: Engagement

Involving our learners, parents/carers and others

Engagement – Participation and Involvement

The development of our school Equality Policy has taken into account the protected characteristics listed under the Equality Act 2010.

When deciding what to do to tackle equality issues, we will consult and engage both with people affected by our decisions - parents, learners, staff, members of the local community – and with people who have special knowledge which can inform the school's approach, such as disability equality groups and other relevant specialist organisations.

6. Using information – Equality Impact Assessment, data and other information

Evaluating the impact in terms of the outcomes

Equality Impact Assessment (EQIAs)

EQIAs help us to ensure that there is no unlawful discrimination against certain individuals or groups and that the positive duties are promoted. It is a way to ensure we meet diverse needs of our learners/students and staff and that diversity, equality and inclusion run through all areas of school life.

We collect a range of information relating to incidents of harassment and bullying including those relating to racism, homophobia, disability and gender.

- We value more qualitative information which may be given to us through a variety of mechanisms. We conduct student voice activities such as questionnaires.
- The Local Authority provides us with a range of services which support the equality agenda and helps us to identify our strengths and those areas requiring action.
- If any proposed procurement affects the duty to eliminate discrimination and harassment and to promote equality of opportunity amongst the school community, there a need to include some equality requirement within the contract. We ensure that contract conditions require contractors to comply with the relevant legislation and with our equality policy and we require similar compliance by any sub-contractors.

Impact Assessment

- We recognize that our policies and practices may impact on different groups
- We will assess the impact of policies, procedures, functions and practices by regularly monitoring the views of all stakeholders annually through the parent questionnaire, staff questionnaire and pupil questionnaire.
- We will review policies to ensure that the Disability Equality Scheme has been included as part of our policies and have regard to the general duty under the Race Relations (Amendment) Act 2000.
- We audit policies and practice through our Inclusion development plan, termly provision mapping and pupil progress meetings.
- We will use the results of the analysis to derive new targets for improvement which will feed into our school improvement plan

Using information - Equality Impact Assessments, data and other information:

- Data that has been considered to help analyse the effects of our policies on protected groups include. RAISE online data, AM7 data, incident reporting data, SIMS data,
- Class Profile data,
- Questionnaires to parents, children and staff
- Our School SEF and Equalities Provision Audit

Review of progress and impact

The Plan has been agreed by our Governing Body. We have a rolling programme for reviewing our school policies and their impact. In line with legislative requirements, we will review progress against our Equality Plan annually and review the entire plan and accompanying action plan on a three-year cycle.

We make regular assessments of learners' learning and use this information to track pupil progress. As part of this process, we regularly monitor achievement by ethnicity, gender and disability, to ensure that all groups are making the best possible progress, and take appropriate actions to address any gaps.

7: Our School's Equality Priorities

Key priorities for action

Achievements to date

Disability

- Personal Emergency Evacuation Plans in place for vulnerable pupils and updated regularly.
- Individual Risk Reduction Plans written for vulnerable pupils going on off site visits.

Other

- JIGSAW PSHE programme introduced into school Jan 2020.
- Positive Minds course ran for year 6 in Summer 2019.
- Positive Minds
- Dacorum Mini Police Programme ran for year 5 in Summer 2019
- Opportunities for year 5 and year 6 learners to attend the Empower Programme Summer 2019, Autumn 2019 and Spring 2020

Areas the school has identified as priority areas – and why

Priority	Protected Characteristic		
1 Diminish the difference in achievement of disadvantaged learners and 'others'.	Equality in opportunity (socio economic)		
2 Ensure that all learners, including those with SEND, can access learning and activities available to the whole school.	Disability and SEND		

3	Increase progress of all children, including all minority groups	Gender, Race, Disability, religion, beliefs	
4	Promote racial harmony and understanding.	Race	
5	Protect individuals from bullying or harassment.	All characteristics	
	6. Celebrate the uniqueness of our pupils and the diversity of our school.	All characteristics	