



## **Hester's Way Primary School**

### **Equality Information and Objectives**

**Head Teacher:** Kirsti Ashman

**Date:** September 2017

**Review Date:** September 2021

#### **Introduction**

At Hester's Way Primary School we strive to ensure that **everyone** is equally valued and treat one another with respect. This Policy is in line with our Safeguarding Policy, The Equality Act 2010 and The Public Sector Duty 2011.

#### **Responsibility**

The governing body is required to draw up equality objectives, every four years and annually publish them, demonstrating how they are meeting the aims of the general public sector equality duty. The Policy should be reviewed annually against the statutory information.

We recognise:

Our duty under the Equality Act 2010 -

"The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) (sometimes also referred to as the 'general duty') that applies to public bodies, including maintained schools and Academies, and which extends to all protected characteristics - race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment. This combined equality duty came into effect in April 2011. It has three main elements. In carrying out their functions, public bodies are required to have due regard to the need to:

- 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,
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it."

## **Aims**

Hester's Way Primary School aims to include all pupils, staff and stakeholders, regardless of race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment, in the full life of the school.

## **Other related school policies/guidance**

Equality for Special Educational Needs and Disabled (SEND) pupils is supported by the school's other policies including:

- Anti-Bullying
- Teaching and Learning
- Equal Opportunities
- Behaviour
- Admissions
- SEND
- DDA
- Exclusions
- Guidance for trips and excursions
- Raising achievement Plan (RAP)
- School Asset Management Plan
- Safeguarding Policy

## **Curriculum**

We teach the children about equality through our PSCHE and Citizenship curriculum, as well as through Religious Education, Spiritual, Moral, Social and Cultural education and British Modern Values. Our Behaviour Policy also promotes children to be STARS (Sensible, Trustworthy, Ambitious and Respectful) – these qualities support the Equality Policy.

## **Monitoring**

All stakeholders (pupils, staff, governors and parents/carers) should follow the Equality guidance.

Class teachers, teaching assistants, senior management, the head teacher and the governors will monitor the objectives set out below. If they are concerned about any issues they must report it immediately to their line manager or the Head Teacher. The Head Teacher will inform the Governing Body of any concerns as well as developments on the Action Plan.

**Hester's Way Primary School Equality Development Plan Action Plan Sept 2017– July 2021**



Priority: Equality  
 Leader: Subject Leaders and Head Teacher  
 Linked Governor(s): Pupil Premium, Curriculum, SEND and Health and Safety Governors

Target: *(What will be different in the school if the target is achieved?)*  
 To increase the extent to which pupils and people participate and achieve in school life; Raise achievement and outcomes for all.  
 Success Criteria: *(How will success be measured?)*  
 All children achieve and are included in every aspect of the life of the school; The school diminishes the difference between identified and vulnerable groups, including SEND, Pupil Premium, Gender comparisons with "Non" groups; Less incidents of racial comment and stakeholders are positive about schools actions.

Evaluation due: Annually and new objectives set in Sept 2021      Evaluation led by: SENDCO, Subject Leaders, SMT, HT and Gov      Reporting to: KA (Head Teacher)

Precise Action	Led by? Team?	Month Started?	Expected Impact <i>(What difference will the actions make?)</i>	Monitoring: Who? When? How? Reporting to? <i>(Are we doing what we said we would do?)</i>	Resources Cost? Source? Time?	Month Finished?	Success Criteria of Action.
PUPILS To close the gap/diminish the difference and ensure that all groups make the expected progress.	Class teachers Subject Leaders SMT Gov	Sept 2017	Group data shows lessening gap between identified groups and non-groups; Data drives Raising achievement plan (RAP).	Termly class assessments; SL data analysis; termly provision maps; termly recording of data; report findings to Governors.	Pupil Progress Meetings PP SL time – see PP report.	On-going Review annually	Pupil Premium Policy Performance Outcomes
PUPILS To reduce exclusion rates of vulnerable pupils (SEN, FSM, Social Care involvement)	Class teachers SENDCo HT Gov	Sept 2017	Less exclusions, especially of vulnerable pupils; Interventions in place to support SEMH.	Head teacher and to analyse behaviour at weekly Pupil Care Team meeting; Exclusion Log	Regular PST meeting TA interventions – see PP report.	On- going Review annually	ASP/IDSR
PUPILS To encourage identified children to discover their heritage and reduce racial incidents/observations.	Class teachers SENDCo HT Gov	Sept 2017	Children are less likely to point out observations or differences of people but embrace other races, cultures and beliefs; Children able to talk confidently about their and other's heritage,	PSCHE, RE, SMSC, BMV teaching and learning sessions – teaching staff to evaluate; Assemblies address Difference and Diversity and other related topics.	Teaching resources – internet; Books being ordered; RE special days.	On-going Review annually	

			race, culture and beliefs; Less reported racial incidents; Heritage celebrated on flags in school hall – discussion.				
ATTITUDES To promote positive attitudes to celebrating diversity and cultivate a wholly inclusive school ethos.	SENDCo SMT Head teacher	Sept 2017 SMSC & RE SLAPs	Celebration of diversity and difference through PHSE, RE, SMSC & BMV; Implementation of anti-bullying policy; Representations of different people are included in signs and displays to promote equality and diversity.	Head teacher SMT SENCO Governor	Teaching resources – internet; Books being ordered; RE special days.	On-going	
STAFF Promoting equality of opportunity for staff including recruitment process.	Head teacher Governor	On going	Encourage disclosure of diversity; Performance management process; Ensuring diversity will not disbar the right candidate from getting a job; Ensuring anti-discrimination is part of our ethos.	Head teacher SMT Governor		On-going Staff development	

**Approved:** *(the below signatures are proof of policy approval)*

**Signed-----Subject Leader Date-----**

**Signed----- Head teacher Date-----**

**Signed-----Governors Date-----**

*This policy is a working document for the use of all staff and is subject to staff and governor approval.*