



Stadhampton Primary School Equality Policy and Objectives

Date of Review: July 2023

Date of next review: July 2026

Definition of the policy

At Stadhampton Primary School measures are taken to create an inclusive culture to ensure equal educational opportunities for all our students and staff at all times. We do not discriminate on the basis of any protected characteristics, namely: age (for employees, not for service provision), disability, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (and issues of transgender) and sexual orientation, in admission or employment and in access to our educational and professional programmes and activities. We take positive action to provide equal opportunity to all students and staff and others using school facilities.

Legal framework

1. We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations among all members of the school community and particularly with respect to protected characteristics.
2. We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.
3. We recognise these duties are essential for achieving the five outcomes of the Every Child Matters framework, and that they 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.

Values

At Stadhampton Primary school we share values as endorsed within Oxfordshire County Councils equality policy 2012 – 2017.

Children & Young people in Oxfordshire have told Oxfordshire County Council that Equality means to them:

- Being Fair & having equal rights
- Being able to be different but not being treated differently
- Being different but not being picked on because of it.
- Being the same and being treated the same

Diversity means to them:

- People being different
- People being different and being proud to be different but not being picked on for it.
- What we thought it was that makes us, us.

Guiding principles

In fulfilling the legal obligations cited above, we are guided by six principles:

Principle 1: All learners are of equal value.

We see all learners and potential learners, and their parents and carers, as of equal value, whether or not they have a protected characteristic.

Principle 2: We recognise and respect diversity.

Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.

Principle 4: We observe good equalities practice in staff recruitment, retention and development

Principle 5: We aim to reduce and remove inequalities and barriers that may already exist

Principle 6: We aim to consult and involve the school community.

Treating people equally (Principle 1 above) does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate, but nevertheless do take account of differences.

Definitions of discrimination

- Unlawful direct discrimination is when a person is treated less favourably than others in comparable circumstances, because of a special characteristic such as age, gender, disability, or race.
- Indirect discrimination occurs when a provision, criterion or practice is applied equally to all, but has a different impact on members of one or more protected groups, of which the complainant is one, and is placed at a disadvantage as a result.
- Victimization is unlawful, which is treating a person less favourably because they have taken action in respect of discrimination e.g. by bringing a complaint or giving evidence for a colleague.
- Harassment is also unlawful and is when there is unwanted conduct which violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them, on the grounds of one of the relevant characteristics, eg race or gender etc.

Aims

At Stadhampton Primary School:

- we expect that all students will have the opportunity to achieve their full potential and be motivated to succeed, secure in the knowledge of their own worth.
- we expect students and staff to treat each other with complete respect and dignity at all times.
- we recognise the need to prepare our students for life in a diverse society where they exercise respect and understanding for everyone.

Gender equality

- we will work towards improving standards of attainment and achievement for all our students
- we will actively promote equality of opportunity between men and women (and girls and boys) and report annually on gender equality in our school.

Race equality

- we will actively promote race equality and good race relations across school activity.

Disability equality

- we will promote equality of opportunity for all people and take steps to meet the needs of people with disabilities.

Implementation

In order to translate the above policy into action, we will:

- ensure that we comply with all relevant legislation
- communicate our commitment to equality and diversity to all members of the school community, for example through our website
- inform all staff, students and governors of their responsibilities in promoting and maintaining equality
- set up mechanisms for monitoring, evaluation and review.

Curriculum

- the curriculum will display a discriminatory free approach to teaching and learning throughout the school
- Each class will present opportunities for promoting cultural diversity within subjects.

Environment

- all reasonable measures will be taken not to discriminate against students with protected characteristics
- staff will be informed at the beginning, and throughout the school year of any particular needs of the students
- we will maintain a strategic approach to ensuring that the school is a welcoming and accessible environment for all

Extra-Curricular Activities

- the school will endeavor to provide a wide range of activities which appeal to the interests of all students

Employment

- the school will comply with the law regarding equal opportunities and employment
- new staff will be made aware of the policy and be welcome to contribute to its development
- advertising will state that we are an equal opportunities employer and we will appoint the best candidate for the job

Specific duties

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

- To publish equality information, in order to demonstrate compliance with the general duty across its functions (we will not publish any information that specifically identify individual students or members of staff);
- To prepare and publish equality objectives.

To do this we will collect data related to the protected characteristics listed above and analyse this data to determine the focus for our equality objectives. The data will be assessed across our core provision as a school, namely:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice –related incidents
- Employment processes and patterns (staff)

Monitoring and Evaluation

The impact of this policy will be reviewed annually through school teaching group.

The impact of our policies on race, gender and disability equality will be reported annually to the governing body and students and parent communities.

This policy will be supported by appropriate training where required.

Stadhampton Primary School Equality Objectives 2019 - 2023

1. Eliminate discrimination - Student outcomes
 - *To continue our focus on promoting positive outcomes for our priority learners who are vulnerable to underachievement, so they fulfil their potential.*
 - *To use assemblies and PHSCE sessions to raise awareness and promote sensitivity to others*
 - *Promote Stadhampton Primary school as a non-secular and inclusive school whose ethos is maintained through embedded values and international outlook*
2. Foster good relations among all members of the school community - Student experiences

➤ *To aim to eliminate completely incidents involving prejudice against people with protected characteristics, within our community.*

3. Advance equality of opportunity - Staff employment

➤ *To continue to monitor the diversity of our workforce and the effectiveness of our approach to providing for the needs of those with protected characteristics.*