



Fixby J&I School

Equality Policy and Objectives

Preparing our children for their future.

Encouraging them to be confident, successful

and responsible individuals, ready to

thrive in modern society.

<i>Equality Policy</i>				
Statutory Policy			Website	
YES			YES	
Date Written	Written by..	Ratified by..	Ratified on..	Next Review
Sept 2016	Claire Allen	GB		Sept 2019
Date of Review	Reviewed by			
Jan 21	Claire Allen	SEND Gov		Jan 2022
<i>Equality Objectives</i>				
Date Written	Written by..	Ratified by..	Ratified on..	Next Review
Jan 21	Claire Allen	SEND Gov		Jan 25

Equality Policy

January 2021

1. Inclusion Statement

Fixby J&I School aims to create a secure, accepting, collaborative and stimulating school community in which everyone is valued and all pupils can achieve their best. Inclusion permeates every aspect of school life to increase learning and participation for all pupils. Particular attention is paid to the provision made for different groups of pupils within school who may be vulnerable, for example because of their attainment, gender, ethnicity or background.

All pupils are entitled to a broad, balanced and challenging curriculum. This includes pupils who have SEN or disabilities, those for whom English is not their first language and those who are gifted or talented. By setting suitable learning challenges, responding to pupils' diverse needs and overcoming potential barriers to learning and assessment for individuals and groups of pupils, Fixby J&I School strives to ensure that all pupils learn and make good or better progress.

2. Introduction

Fixby J&I School welcomes its duties under the new Equality Act (2010).

The Equality Act establishes 9 protected characteristics which apply to schools.

Only the first 7 characteristics apply to pupils:

- Disability
- Race
- Sex
- Gender reassignment
- Pregnancy and maternity
- Religion or belief
- Sexual orientation
- Marriage and civil partnership
- Age

3. Public Sector Equality Duty (2011)

The Equality Act 2010 outlines the three aims of the general duty to have due regard for Equality, across all organisation:

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

This policy sets out how Fixby J&I School has paid due regard to the need of the three aims. It incorporates and replaces the following policies – Equal Opportunities Policy, Equality, Diversity and Community Cohesion Policy and Race Equality.

4. Specific Duties under the Public Sector Equality Duty

- To publish information which demonstrates our compliance with the need to have due regard for the three aims of the General Duty (Policy)
- To prepare and publish specific and measurable objectives which we will pursue over the coming years to achieve the three aims. (Equality Objectives- Appendix A)

This scheme sets out the steps the Governing Body will take that will result in improved outcomes for all members of the school community in all aspects of school life, taking positive action to promote equality.

5. Definition of ‘due regard’ and how we aim to comply with the principles of the general duty

1. While making a decision that might affect an equality group, the decision maker must have regard to the three aims of the Act at the time. This cannot be done in retrospect, nor can it be delegated
2. The duty will be exercised with rigour and with attention to relevant evidence, including that derived from consultation with staff and the wider community
3. The duty is continuing, so we will revisit it and bear it in mind constantly
4. We will keep records to show that the equality duties have been considered on each occasion

6. School Ethos, Vision and Values

Preparing our children for their future. Encouraging them to be confident, successful and responsible individuals, ready to thrive in modern society.

At Fixby J&I School we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, with a particular focus on those who share a protected characteristic. We recognise that treating people equally does not necessarily involve treating them all the same.

We aim to include a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life. We aim to provide a creative, enjoyable and rewarding learning experience for each child in an inclusive, secure and stimulating environment.

Our Equality Policy links with a range of school policies including:

- Anti Bullying Policy
- Looked After Children Policy
- Positive Behaviour Policy
- LfL Policy
- SEND Policy

7. What we already do

In order to comply with the public duty we have the following procedures in place to ensure that we consider the needs of all of our pupils in everything we do.

- I. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act
 - We gather information from a range of sources when a pupil enters school e.g. meet with family members to share and record information (ensuring separated parents with shared responsibility are treated equally), talk to pupils to seek their views and link with previous school placements and external agencies who have been engaged with the family and child always or dependent on parents agreement to meet.
 - We ensure that all staff challenge and report prohibited behaviours in line with school policy and practice. Whistleblowing is acceptable from all staff – direct to SLT/HT.
 - We acknowledge the existence of discrimination, harassment, victimisation and any other conduct that is prohibited and actively work towards their elimination – we have a zero tolerance policy towards any prohibited behaviour.
 - We promote positive behaviour at all times and have consistently high expectations of all members of the school community.
- II. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
 - We take every opportunity to promote and celebrate our rich and diverse school community and make good use of local, national and international initiatives to do this e.g. Black History Month.
 - We track and monitor the progress of all pupils, including vulnerable groups on a regular basis using termly formal assessments, day to day assessments for learning and whole school provision mapping. Data is used by the Senior Leadership Team, Leadership Team and class teachers to amend and adapt our practice to ensure that all pupils make good or better progress.
 - We ensure that all pupils are able to fully participate in wider school life e.g. enrichment clubs, educational and residential visits and offer tailored, targeted support to enable pupils to do so.
- III. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

- We have a planned programme of enrichment activities including cultural days, celebrations of all major festivals
- We ensure that all pupil groups are represented when children work together in more formal groupings e.g. School Council, Play Leaders, Prefects.

8. Accessibility Action Plan

In order to ensure that our current provision and procedures comply with the requirements of the Equality Act we have carried out a review of all aspects of school life with regard to the protected characteristics by means of an Accessibility plan. We have addressed all access requirements of physically impaired pupils, staff and parents.

The Accessibility plan is available on the school website.

Fixby J&I School Equality Objectives 2021-2024

EQUALITY OBJECTIVE 1

To narrow any gaps in attainment and progress that have arisen between groups of pupils by ensuring that all groups and individuals have their needs fully met in order to achieve their full potential and to make good or better progress.

To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.

- Monitor and analyse progress and attainment of all groups within school following statutory assessments at the end of each academic year
- Monitor and analyse progress and attainment of all groups within school following termly in-house assessment data
- Targets are challenging, with high expectations for all pupils regardless of ethnicity or gender and provision for pupils who is not making the expected progress is scrutinised
- Targeted intervention or amended provision is planned for all groups of pupils who are not making the expected progress

- Termly Pupil Progress Meetings (PPM's)

EQUALITY OBJECTIVE 2

To create a curriculum which reflects and celebrates the rich diversity in Fixby J&I School. The curriculum addresses issues relating to equality and diversity and supports the needs of pupils with protected characteristics.

To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.

- To review the curriculum to ensure it reflects and celebrates the rich diversity of cultures in school

- Topics are diverse across the two year cycle in all year groups (one cycle in Reception)
- Festivals from different cultures are celebrated through whole school events and within phases
- Literature selected strategically in English lessons to reflect different cultures
- Resources, including books and posters reflect the school's diverse community
- RE curriculum

To eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act

- Continually review the curriculum to ensure the provision promotes positive attitudes and challenges negative influences and behaviours

- Whole school events, such as anti-bullying week, Mental Health Day
- LfL lessons
- Zero tolerance of bullying in school or negative comments linked to the protected characteristics

To eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act

- Continue to promote the fundamental British values of Democracy, the Rule of Law, Individual Liberty and Tolerance of those of different faiths and beliefs.

- School / class rules
- Displays around school
- Woven into the curriculum through topics and LfL lessons
- School council process

To foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

- Ensure that pupils' spiritual, moral, social and cultural development equips them to be thoughtful, caring and active citizens in school and in the wider community.

- Supporting charities through whole school events (including Remembrance Day, Harvest, Children in Need raffle, Mental Health Day)