

# Platts Heath Primary School



## Equality Objectives

## Equality Information

We recognise that the public sector equality duty has three aims and they are to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
2. Advance equality of opportunity between people who share a protected characteristic and those who do not
3. Foster good relations between people who have a shared characteristic and those who do not.

The Headteacher and Governors review how well we achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and beliefs.)

## Equality Objectives

We aim to provide the highest possible education for all.

The ethos of our schools clearly reflect our commitment to fully including, respecting and supporting all members of our school community whatever their cultural background, belief, gender, race or disability.

Having referred to and analysed our equality information we have set the following objectives:-

**Objective 1:** To ensure that the curriculum effectively supports the needs of all children, with particular reference to vulnerable groups.

**Objective 2:** To ensure that there are no differences in progress or confidence due to cultural background, belief, gender, race or disability.

**Objective 3:** To provide a balance of gender role models for all children.

## **Platts Heath School Equality, Diversity and Cohesion Statement**

### **Objectives of this document**

Platts Heath Primary School will strive to pursue its equality duties to eliminate unlawful discrimination and harassment, promote equality of opportunity, and promote good relations and positive attitudes between people of diverse backgrounds in all its activities.

The principles of this plan apply to all members of the extended school community.

### **Equality, Diversity and Cohesion Statement**

Platts Heath Primary School will not tolerate less favourable treatment of anyone on the grounds of gender, race, disability, sexual orientation, age, religion or belief.

Through our school ethos, curriculum and community links, we will work towards:

- A shared vision
- A sense of belonging for all
- Strong and positive relationships

Between different groups.

Platts Heath Primary School seeks to ensure that no member of the school community receives less favourable treatment on any grounds which cannot be shown to be justified.

Equality and Diversity is about treating people with dignity and respect and recognising the value of each individual.

We will prepare children and young people for living in a diverse society.

We will strive to ensure that the principles of this plan are reflected in everything that we do.

### **Guiding Principles**

1. All learners are of equal value.
2. Relevant differences are recognised.
3. The school fosters positive attitudes, relationships and a shared sense of belonging.

4. Steps are taken to positively promote equality when considering staff recruitment, retention and development.
5. Plan development involves consultation and development.
6. Policies and programmes benefit society as a whole.

### **Equalities Legislation**

The legal duties come from a range of relevant equality legislation and associated codes of practice. Through this plan, Platts Heath Primary School, is committed to complying with the general and specific duties, as well as codes of practice.

The Race Relations Act (1976) and the Race Relations Amendment Act (2000) requires schools to take appropriate steps to promote race equality, eliminate unlawful race discrimination and promote good race relations.

The Disability Discrimination Act (1995 and 2005) places a positive duty on us to ensure that services provided by the school and its premises are accessible to disabled people, that we promote disability equality, eliminate discrimination and harassment and promote positive attitudes to encourage participation.

The Sex Discrimination Act (1975) and the Equality Act (2006) places a duty on us not to treat anyone unfairly because of their gender, this means the elimination of any discrimination. We need to promote equality of opportunity between girls and boys, men and women.

All public bodies have responsibilities to promote equal opportunities in employment and vocational training on the grounds of sexual orientation through the Employment Equality (Sexual Orientation) Regulations 2003. This includes equal opportunities for gay, lesbian, bi-sexual and transgender.

The School has a responsibility to promote equal opportunities in employment and vocation training on the grounds of religion and belief through the Employment Equality (Religion or Belief) Regulations 2003.

The School has the responsibility to promote equal opportunities in employment and vocational training on the grounds of age, through the Age Discrimination Act 2006 and Age Discrimination Regulations.

### **Community Cohesion**

The Education and Inspections Act 2006 places a responsibility on schools to promote community cohesion, locally, nationally and globally. Platts Heath Primary School will strive to do this through promoting a common vision, a

*Platts Heath Primary School – Equality Objectives – Updated March 2018*

commitment to equality and social injustice, respecting people's different backgrounds and promoting positive relationships in the school and local community and beyond. We will strive to do our best to draw people together from different social backgrounds.

### **Implementation**

At Platts Heath Primary School we will ensure implementation through action in the following areas:

- Relationship and School Ethos
- Equality and Excellence
- Teaching and Learning
- The Curriculum
- Engagement and Extended Services

### **Monitoring, Reviewing and Assessing the Impact**

The School Improvement Plan ensures that schemes and plans form an essential part of the School's action on equality. The Governing Body will help determine targets for inclusion and equality in the School – promoting a cohesive community and equality in the workforce. Other policies also address equality issues.

### **Roles and Responsibilities**

All stakeholders at Platts Heath Primary School have a responsibility for promoting equality and inclusion and avoiding unfair discrimination.

#### **The Governing Body are responsible for:**

- Making sure the School complies with all current equality legislation.
- Making sure this plan and its procedures are followed.
- Making sure the School has up to date equality schemes and action plans.

#### **The Headteacher is responsible for:**

- Making sure the plan is readily available to all stakeholders.
- Make sure procedures are followed.
- Making sure all stakeholders know their responsibilities.
- Making sure any necessary training and support is offered.
- Taking appropriate action in cases of harassment and discrimination.

**All Staff are responsible for:**

- Proactively following this plan.
- Providing role models for pupils through their own actions.
- Dealing with racist, sexist and homophobic incidents and recognising and tackling other forms of bias and stereotyping.
- Promoting equality and good community relations.
- Avoiding discrimination against anyone for reasons of race, colour, nationality, gender, disability, religion or belief, sexual orientation or socio-economic circumstances.
- Keeping up-to-date with the law and taking training and learning opportunities offered to them.

**All Pupils are responsible for:**

- Treating each other kindly and fairly and without prejudice, discrimination or harassment.
- Attending and engaging in their own learning as well as helping other pupils to learn.
- Telling staff about any related incidents that occur.

**All Parents are responsible for:**

- Supporting Platts Heath Primary School in its implementation of this plan.
- Following the plan through their own behaviour and acting as role models for their children.
- Ensuring their children attend and engage in their learning.
- Telling staff about any related incidents that occur.

**Visitors and Contractors are responsible for:**

- Knowing and following our plan.

Staff and governors will work together to co-ordinate and monitor work on equality issues, dealing with reports of incidents and monitoring the progress of attainment of vulnerable groups of pupils and any exclusion issues.

Any breaches of this plan will be dealt with, as determined by the Headteacher and the Governing Body.

Anyone wishing to make a complaint will be advised to follow the School Complaints Procedure.

Racial incidents will be recorded and reported to the Local Authority.