



Barrowford

Primary School

Learn to Love, Love to Learn

**Single Equality Policy
(Equality Act 2010)**

1. Introduction

This policy outlines the commitment of the Governors and staff of Barrowford School to eliminate all forms of discrimination, harassment and victimisation; promoting equality of opportunity and fostering good relations. For our school this means not simply treating everybody the same, but understanding and tackling the different barriers which could lead to unequal outcomes for different groups of pupils in school, celebrating and valuing the equal opportunity achievements and strengths of all members of the school Community.

This policy applies to the whole school Community.

2. Statement of Principles

We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth. At this school, equality is a key principle for treating all people fairly and creating a society in which everyone has the opportunity to fulfil their potential – irrespective of their gender, ethnicity, disability, religious beliefs or other beliefs, sexual orientation, age or any other recognised area of discrimination.

Our admissions arrangements are fair and transparent. We are committed to providing a working environment free from discrimination, bullying, harassment and victimisation. We aim to recruit an appropriately qualified workforce and establish a governing body that is representative of all sections of the community in order to respect and respond to the diverse needs of our population.

We aim to provide all our students with the opportunity to succeed and to reach the highest level of personal achievement. The achievement of students will be monitored – where appropriate – in light of the protected characteristics outlined in the Equality Act 2010. We will use the analysis of this data to support students, raise standards and ensure inclusive teaching. We will endeavour to ensure that when we buy services from another organisation that will help us to provide high quality education, that organisation will comply with equality legislation. This will be a significant factor in any tendering process.

3. Statutory Requirements.

The Equality Act 2010 has brought together all the current discrimination laws into one and sets out the 'protected characteristics' that qualify for protection from discrimination as:

- Age (relevant in considering our duties as an employer, but not in relation to students)
- Disability
- Gender reassignment
- Pregnancy and Maternity
- Race
- Religion or Belief

- Sex
- Sexual orientation

The Act introduced a single Public Sector Equality Duty (PSED), sometimes referred to as the general duty. The combined equality duty has three main elements and in carrying out our functions we will have due regard to the need to:

- Eliminate all forms of discrimination, harassment and victimisation that are prohibited by the Act
- Advance equality of opportunity between persons who share a 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, which will help us to fulfill our obligations under the general duty, require us to:

- Publish information to demonstrate how we are complying with the Public Sector Equality Duty
- Prepare and publish equality objectives.

In light of the specific duties the school will publish and review annually appropriate information. We will also prepare and publish equality objectives that will be outcome focused.

4. Roles and responsibilities

The Governing Body will ensure that the school complies with statutory requirements in respect of this policy.

- The Headteacher has day-to-day responsibility for coordinating the implementation of this policy and will ensure that staff are aware of their responsibilities, that they are given necessary training and support and report progress to the Governing Body.
- All staff will promote an inclusive and collaborative ethos in the school, challenge inappropriate language and behaviour, respond appropriately to incidents of discrimination and harassment, ensure appropriate support for children with additional needs and maintain a good level of awareness of equalities issues.
- All members of the school Community have a responsibility to treat each other and staff with respect, to feel valued and to speak out if they witness or are subject to any inappropriate language or behaviour.
- We will take steps to ensure all visitors to the College adhere to our commitment to equality.

5. 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. 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. All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and ensure equality good practice through the recruitment and selection process.

Dated: September 2019
Reviewed by: Rachel Tomlinson
Headteacher: Rachel Tomlinson

Review Date: September 2023

6. Measuring the impact of this Policy

This policy will be evaluated for its impact on students, parents and carers from the different groups that make up our school. In line with legislative requirements, we will review our published equalities information annually and evaluate the impact of actions taken against our published objectives. The objectives will be published at least once every four years.

7. Objectives

The school has identified the following equality objectives:

PHSE
Celebrating difference
Rounded & Grounded
Restorative Conversations

Further information can be obtained from Barrowford School upon request by contacting Rachel Tomlinson, Headteacher in the first instance.