



# **EQUALITY POLICY**

## Statutory

OWNER :	Headteacher
COMMITTEE:	Full Governing Body
DATE OF LAST REVIEW:	Autumn Term 2022
NEXT REVIEW DATE:	Autumn Term 2023

## Equality Policy

### **Introduction**

This policy sets out our school's approach to promoting equality, as defined within the Equality Act (2010). It covers sex, race, disability, religion or belief, sexual orientation and any other appropriate protected characteristics. The school has a statutory duty to comply with the Public Sector Equality Duty.

### **The School Context – what sort of school are we?**

The school serves the village of Merstham, which comprises a diverse mix of private and social housing. Other families live in surrounding villages and towns, including Redhill, Bletchingley, Nutfield and Caterham.

The socio-economic backgrounds of the pupils is mixed, but there are a significant number of pupils from disadvantaged backgrounds.

The school celebrates its diversity with ethnic minority groups making up around 30% of our school population. The school has identified around 27 languages spoken by pupils and their families. There are pupils from Christian, Muslim, Hindu, Sikh, Buddhist families and families with no religion.

There are children supported in school with a range of SEND, including those with or without EHCPs. Pupil mobility is average (last year 19/477 – approx. 4%).

### **Equality – vision and aims**

The school's vision is that 'everyone is challenged to recognise and reach their full potential in order to become confident and valuable members of the local and global community.' Our school aims are:

- Make learning an enjoyable and valuable experience
- Promote positive, active partnerships with all members of our school community
- Provide equal opportunities for all children to develop their talents
- Encourage social, moral, spiritual and cultural development preparing pupils to be sensitive and caring citizens
- Celebrate diversity, acknowledging and learning from different cultures and heritage, both within and beyond the school community

These aims have been chosen to be inclusive of the whole school community.

### **The School's Approach to Promoting Equality**

The overall objective of the school's Equality Policy is to provide a framework for the school 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.

Through the Equality Policy, the school seeks to ensure that no pupils, staff, parents, guardians or carers or any other person through their contact with the school receives less favourable treatment on any grounds which cannot be shown to be justified. This must include the protected characteristics identified within the Equality Act (2010) i.e. sex, race, disability, religion or belief or any other relevant protected characteristic.

The principles of this policy apply to all members of the extended school community, pupils, staff, governors, parents and members of the community.

## **A Cohesive Community**

In order to achieve a cohesive community, we seek to:

- promote understanding and engagement between communities
- encourage all children and families to see themselves as full and active members of the school community, the wider community, the community of the UK and the global community.
- understand and respond to the needs and hopes of all our communities
- tackle discrimination
- increase life opportunities for all
- ensure learning, teaching and the curriculum explores and addresses issues of diversity

## **Roles and Responsibilities**

### **School governors are responsible for:**

- making sure the school complies with current equality legislation
- making sure this policy and its procedures are followed
- review and update the Policy and Plan as agreed.

### **The headteacher is responsible for:**

- making sure the policy is readily available and that the governors, staff, pupils and their parents/carers know about it and are familiar with it.
- making sure its procedures are followed
- producing regular information for staff and governors about the policy and how it is working and providing training for them on the policy, if necessary
- making sure all staff know their responsibilities and receive training and support in carrying these out
- taking appropriate action in cases of harassment and discrimination

### **All school staff are responsible for:**

- modelling good practice, dealing with discriminatory incidents and being able to recognise and tackle bias and stereotyping
- promoting equality and avoiding discrimination against anyone
- keeping up to date with the law on discrimination and taking training and learning opportunities

### **Pupils are responsible for:**

- following the school rules
- living by the school values
- following the Behaviour and Anti-Bullying Policies
- developing and following their class charter which promote community cohesion and respect

### **Parents/Carers are responsible for:**

- ensuring that Friends of Furze Field (Fof) pay due regard to inclusive practice
- reading and contributing to school policies and supporting their implementation

### **Visitors and contractors are responsible for:**

- Knowing and following our equality policy

### **Responsibility for overseeing equality practices in the school lies with the Headteacher and the Chair of the Curriculum and Self-Evaluation Committee.**

Responsibilities include:

- Coordinating and monitoring work on equality issues
- Dealing with and monitoring reports of harassment (including racist and anti-LBQTQI+ incidents)
- Monitoring the progress and attainment of potentially vulnerable groups of pupils (e.g. children and young people in care, children from minority ethnic/language or Traveller communities, SEND pupils etc.)
- Monitoring exclusions

## **Equality objectives – September 2022**

### **Objective 1**

Undertake an analysis of recruitment data and trends with regard to race, gender and disability by the end of February, and report on this to the finance and staffing committee of the governing body.

### **Objective 2**

All staff and Governors to have the opportunity for training in unconscious bias by the end of the spring term 2023 in order to raise awareness across the school of this issue. Training will feed into strategic decisions relating to curriculum reviews in particular for subjects teaching historical content or areas relating to PHSE.

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

We have a rolling programme for reviewing our school policies and their impact in line with legislative requirements. We will review progress against the objectives in our Equality Plan annually, and we will review and update the entire plan and policy on a three-year cycle. We make regular assessments of pupils' learning and use this information to track pupil progress. As part of this process, we regularly monitor achievement by ethnicity, gender and disability, to ensure that all groups of pupils are making the best possible progress, taking appropriate action to address any gaps. The principles of equality are applied to all other school policies.

In order to meet the statutory requirements we will:

- Publish our plan on the school website;
- Raise awareness of the plan through the school newsletter, assemblies, staff meetings and other communications;
- Make sure hard copies are available.