

# Equality Policy and Objectives Policy



**Mepal & Witcham Primary School  
a part of Ely Diocese Multi Academy Trust**

<b>Approved by the Governing Body:</b>	
Signed:	
Date:	

<b>Date to be reviewed:</b>
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<b>Link Governor:</b>
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Schools in the Diocese of Ely Multi Academy Trust are committed to providing a broad and balanced curriculum that meets the needs of all pupils, and promotes their spiritual, moral, social and cultural development.

Mepal and Witcham Church of England Primary School is committed to equality and respects and values diversity. Equality at Mepal and Witcham is based upon our School Ethos: To nurture to grow to flourish.

The following is a list of the protected characteristics that must be covered by schools:

- Age (applies to schools as employers not in terms of school pupils or prospective pupils)
- Disability
- Ethnicity and race
- Gender
- Gender identity and transgender
- Marriage and civil partnership (with regard to discrimination)
- Pregnancy, maternity and breastfeeding
- Religion and belief
- Sexual identity and orientation

### **Due Regard to The Equality Policy & Objectives**

The protected characteristics, this policy and the objectives contained within it will be referred to and integrated into all aspects of Mepal and Witcham provision, school improvement, management, policy development and reporting.

Equality is promoted to all existing and new members of the school community through our website, assemblies, activities, visits, visitors, newsletters and other communications.

### **Data**

- School data is analysed every half-term to track the progress and attainment of different groups of pupils. This includes by year group, ethnicity, gender and special educational need.
- School data is used to set objectives for achievable and measurable improvements for all groups of children.

### **Documentation and Record-keeping**

- The statement regarding the school's responsibilities under the Equality Act 2010 is

contained in a variety of school documents including policies, the raising achievement plan and website.

- There are references to the school's responsibilities under the Equality Act 2010 in the minutes of a variety of meetings including governors, Leadership Team and Staff meetings.
- When implementing new policies or measures the school evaluates the potential impact upon equalities and records the judgements that are made.

## **Responsibilities**

- The Governors will seek to ensure that the school complies with equalities legislation and that this policy and its procedures are implemented. Equalities will be included as an agenda item at least once per term. This will provide an opportunity for the Headteacher to report on equalities matters and progress against the objectives and for Governors to challenge and question.
- The Headteacher will ensure that the policy and its procedures are implemented, that staff are aware of their responsibilities, staff receive appropriate training and support in putting the policy into practice, and that disciplinary action is taken against staff or pupils who discriminate.
- All staff will deal with incidents in accordance with school procedures, and will know how to challenge bias and stereotyping. They will not discriminate on any grounds.
- Teaching staff will offer full curriculum access to pupils from all protected characteristic groups. The curriculum they deliver will provide an equal representation of society, and will actively promote equality at all times.
- Visitors and contractors will be expected to comply with the school's equality policy.

## **Staffing**

- The school's Staff Induction Policy includes reference to equality matters.
- The school's programme for professional development for all staff includes reference to equalities matters.
- Recruitment and promotion of all staff is based on equal opportunities practices.

## **Behaviour and Safety**

- Prejudice related bullying and incidents are dealt with in line with the school's Positive Behaviour Policy and Anti-Bullying Policy.
- Pupil questionnaires and PHSE activities are undertaken regularly to ensure that pupils feel safe from all kinds of bullying.

## **Curriculum**

- Extra or special provision is made available for the needs of specific pupils as appropriate.
- Curriculum coverage includes equalities issues particularly in regard to tackling prejudice and promoting community cohesion and mutual understanding.
- Across the curriculum there are activities that promote pupils' spiritual, moral, social and cultural development, and British values.
- Mepal and Witcham takes part in local and national projects, events and award schemes to such as anti-bullying week which promote equality and diversity.
- Curriculum materials for all subjects ensure there are positive images of the disabled; lesbian, gay and bisexuals; men and women in non-stereotypical gender roles; and of people from a wide range of ethnic, religious and cultural backgrounds.

## **Consultation, Involvement and Engagement**

- The School has procedures for consulting and involving parents and carers, and engaging with local groups and organisations and has regard in these for the concerns and requirements of the Equality Act 2010.
- Questionnaires and PHSE activities are undertaken to evaluate how all groups of pupils think and feel about the school and has regard in these for the concerns and requirements of the Equality Act 2010.

## **Procedure In The Event Of an Incident**

Parents/carers will be contacted if their child is involved in any way in an alleged incident that is possibly involves discrimination against one of the 9 protected characteristics and they will be kept informed of the progress and outcome of any investigation.

Any incident that is alleged or perceived to be discriminatory will be recorded and if, following investigation, it is concluded that it is not discriminatory, this outcome will be noted on both the school record of the incident and the report that is submitted to the Local Authority.

Reports of incidents on the Local Authority PRIDE (Prejudice-Related Incident Data Entry) will not identify individuals, but this information will be kept at school level, in line with other records on behaviour and incidents of bullying.

The school will seek advice from Cambridgeshire Race Equality and Diversity Service (CREDS) as and when required and parents/carers may also discuss any concerns regarding incidents with the Service.

All pupils, parents and staff are aware of our procedures for dealing with discriminatory incidents, and all staff are trained to deal firmly, consistently and effectively with such incidents.

Victims will be supported by the school and, where appropriate, we will seek the support of external agencies.

**Equality Objectives (September 2021 – September 2022)**

1. Track the progress of all groups of children, including by ethnicity and gender, as separate groups in order to be able to evaluate their progress and take actions as necessary. Headteacher responsible.
2. Promote equality and diversity by: a) increasing the number of World Faith festivals in the medium term plan Cycle B, b) widening children's experience of diversity through engagement with different charities e.g. Send a Cow and through the collective worship Headteacher and RE Leader responsible.
3. To enable all pupils to extend their learning in areas which they are excelling and not put a cap on the children's learning.