



SHOTTERY PRIMARY EQUALITY STATEMENT 2016

The governing body and school is committed to a policy of equality and aims to ensure that no employee, job applicant, pupil or other member of the school community is treated less favourably on grounds of sex, race, colour, ethnic or national origin, marital status, age, sexual orientation, disability or religious belief.

Any behaviour, comments or attitudes that undermine or threaten an individual's self-esteem on these grounds will not be tolerated. We aim to provide equal access to high quality educational opportunities and to ensure that everyone feels that they are a valued member of the school community. We seek to provide a safe and happy environment where all can flourish and where cultural diversity is celebrated.

We aim to empower our pupils to make informed choices so that they are better prepared for the opportunities, responsibilities and experiences of life within their community. Equality of opportunity cannot be realised without the involvement and commitment of all members of the school community and a common understanding of the pivotal role of equal opportunities in the context of the school's ethos and values, in particular, the recognition that the role of all staff is crucial in the delivery of the objectives of the policy.

All members of the school community are responsible for promoting the school's equal opportunities policy and are obliged to respect and act in accordance with the policy.

Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision),
- disability
- ethnicity
- gender
- gender reassignment
- maternity and pregnancy
- religion and belief, and
- sexual identity
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- – Publish equality information – to demonstrate compliance with the general duty across its functions
[We will not publish any information that can specifically identify any individual child or adult]
- – Prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school.

Our objectives will detail how we will ensure equality is applied. Where we find evidence that any specific functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

Core Statements:

In fulfilling our legal obligations we will be guided by seven core statements:

Statement 1: All learners are individuals and of equal value.

Statement 2: We strive to close attainment and achievement gaps.

Statement 3: We develop common values of citizenship based on mutual respect and acceptance.

Statement 4: We contribute to building good community relations

Statement 5: We recognise, celebrate and value diversity.

Statement 6: We aim to reduce and remove existing inequalities and barriers.

Statement 7: We observe good equalities practice, including staff recruitment, retention and development.

MANAGING EQUALITY IN PRACTICE

1. Admission

The school follows the LA and Governing Body Admission Policies that do not permit sex, race, colour or disability to be used as criteria for admission.

2. Registration

Pupils' names will be accurately recorded and correctly pronounced. Pupils will be encouraged to accept and respect names from other cultures.

3. Discrimination

All forms of discrimination by any person within the school's responsibility will be treated seriously, as such behaviour is unacceptable. Racist symbols, badges and insignia on clothing and equipment are forbidden in school. Staff should be aware of possible cultural assumptions and bias within their own attitudes. In all staff appointments, the best candidates will be appointed based on strict professional criteria. Parents should be aware of the school's commitment to equal opportunities.

4. Language

The school views linguistic diversity positively. Pupils and staff must feel that their natural language is valued.

5. Resources

The school's aim is to provide for all pupils according to their needs, irrespective of sex, ability or ethnic origin.

6. Staffing

The LA remains, in law, the employer. In practice, the governors will accept advice from the LA and when appointing members of staff, will be fully aware of their responsibilities under the Sex Discrimination Act 1975, the Race Relations Act and the Disability Discrimination Act., Equality Act 2010, Equality Act 2010(Specific Duties Regulation 2011

7. Monitoring and Evaluation

Equality of opportunity permeates the whole curriculum and will be reviewed on a regular basis.

Further detail on our practice may be found in our Equal Opportunities Policy.