



# Manor Wood Primary

## Equality Policy Statement



## Equality Policy Statement

Introduction Under the Equality Act 2010 and The Equality Act 2010 (Specific Duties) Regulations 2017, schools are no longer required to publish an equality scheme or action plan. However, there is a statutory requirement for governing bodies of all maintained schools and academies to:

- Draw up and publish equality objectives every four years
- Annually publish information demonstrating how they are meeting the aims of the general public-sector equality duty
- Draw up an accessibility plan and review every three years

It remains good practice however, for schools to make a statement about the principles used to review the impact on equalities of its policies and procedures, to identify how it fulfils its specific duties to publish information and how specific objectives will be determined and measured.

### **The Legal Framework**

- The Equality Act 2010, to eliminate discrimination, advance equality of opportunity and foster good relations in relation to the protected characteristics of age, (as appropriate for schools) disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, gender and sexual orientation.
- The Public Sector Equality Duty, to assess the impact of our policies and practices on staff and pupils and take action to remove any obstacles identified, having due regard to; eliminating unlawful discrimination, harassment and victimisation, advancing equality of opportunity between people who share a protected characteristic and people who do not share it, fostering good relations across all protected characteristics between people who share a protected characteristic and people who do not share it.

### **Guiding Principles**

In fulfilling our statutory duties, we are guided by seven principles.

**Principle 1:** All members of the school and wider community are of equal value whether or not they are disabled, whatever their ethnicity, culture, national origin or socio- economic circumstances, whatever their gender and sexual identity, whatever their religious or non-religious affiliation or background, whatever their age.

**Principle 2:** We recognise and respect diversity. Treating people equally does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate, but are differentiated, as appropriate, to take account of differences of life experience, outlook and background. In addition, the possible barriers and disadvantages which people may face, in relation to disability; so that reasonable adjustments are made; ethnicity, so that different cultural backgrounds and experiences of prejudice are recognised; gender and sexual orientation so that the different needs and experiences of girls and boys,

women and men lesbian, gay, bisexual and transgender people are recognised; religion belief or faith background; sexual identity and age (where appropriate.)

**Principle 3:** We foster positive attitudes and relationships, and a shared sense of cohesion and belonging We intend that our policies, procedures and activities should promote positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassment of disabled people. Our school focuses on positive interaction; good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, or national origin, and an absence of prejudice-related bullying and incidents; mutual respect and good relations between boys and girls, women and men, lesbian, gay, bisexual and transgender people and an absence of sexual and homophobic harassment and positive intergenerational attitudes and relationships.

**Principle 4:** We will ensure that the recruitment, retention and ongoing development of staff is undertaken in a fair and equitable manner to support our school's vision and values. Policies and procedures should benefit all employees and potential employees, for example in recruitment and promotion, and in continuing professional development:

- Whether or not they are disabled;
- Whatever their ethnicity, culture, religious affiliation, or national origin;
- Whichever their gender and sexual identity and with full respect for legal rights relating to pregnancy and maternity;
- Whatever their age.
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**Principle 5:** We aim to reduce and remove inequalities and barriers that already exist in addition to avoiding or minimising possible negative impacts, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between; disabled and non-disabled people; people of different ethnic, cultural and religious backgrounds; girls and boys, women and men; lesbian, gay, bisexual and transgender; age (where appropriate).

**Principle 6:** We consult with people affected by a policy or activity and try to involve them in the design of new policies, and in the review of existing ones.

**Principle 7:** We believe that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in public life of disabled people as well as non-disabled; people of a wide range of ethnic, cultural and religious backgrounds; both women and men, girls and boys; lesbian, gay, bisexual and transgender people; people of different ages and between generations.

## **The Curriculum**

We actively seek opportunities to review the curriculum in order to ensure that teaching and learning reflect the seven principles outlined above.

## **Training and Development**

We will ensure staff and governors are offered the opportunity to engage in appropriate training and development to support the achievement of the seven principles.

## **Ethos and Organisation**

We ensure that the principles listed above apply also to the full range of our policies and practices, including those that are concerned with; pupils' progress, attainment and assessment; pupils' and staff personal development, welfare and well-being; teaching styles and strategies; admissions and attendance; staff and governor recruitment, retention and professional development; care, guidance and support; behaviour, discipline and exclusions; working in partnership with parents, carers and guardians; working with the wider community; participation of groups in wider school activities; preparing all members of the learning community for living and positively contributing to a diverse society.

## **Addressing Prejudice and Prejudice-related Bullying**

MWPS is opposed to all forms of prejudice which stand in the way of fulfilling legal duties for all aspects of equality; prejudices related to disability and special educational needs; prejudices related to racism and xenophobia, including those that are directed towards religious groups and communities, for example anti-Semitism and Islamophobia, and those that are directed against Travellers, refugees and people seeking asylum, prejudices reflecting sexism and homophobia

We record any prejudice-related incidents at our school and how they have been dealt with.

## **Roles and Responsibilities**

- The governing body is responsible for ensuring that the school complies with current legislation, and that this policy statement and its related procedures and strategies are implemented.
- The Equality Governor or a member of the Governing Body is responsible for monitoring the implementation of this policy statement.
- The Headteacher is responsible for implementing the policy statement; for ensuring that all staff, governors and visitors are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.
- The SLT have day-to-day responsibility for co-ordinating implementation of the policy statement.
- All staff are expected to promote an inclusive and collaborative ethos in their classroom, challenge and deal with any prejudice-related incidents that may occur, identify and challenge bias and stereotyping in the curriculum, support pupils in their class for whom English is an additional language, keep up-to-date with equalities legislation relevant to their work, ensure that pupils have the opportunity to have their voices heard with regards to equality issues.

## **Information and Resources**

The content of this policy statement has been shared with all staff and governors and, as appropriate, to all pupils and parents and carers.

## **Religious Observance**

We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice.

### **Breaches of the Policy Statement**

Breaches will be dealt with through the relevant policies and procedures, for example the grievance or disciplinary policy.

### **Monitoring and Review**

Quantitative and qualitative data will be collected relating to the implementation of this policy and adjustments made as appropriate. In particular, attainment and progress data, broken down as appropriate according to special educational needs and disabilities, ethnicity, language, religious affiliation, national origin, gender and age (as appropriate) will be analysed and used to inform objectives.

Publishing information on the school's public-sector equality duty. This policy is available electronically on the school website or in hard copy on request at the school office.

This Equality Policy Statement was adopted by Manor Wood Primary School on  
01/03/2017

| Chair of Governors – Mrs K Adams |                 |
|----------------------------------|-----------------|
| Signature:                       |                 |
| Frequency of review:             | 4 years         |
| To be reviewed and approved by:  | MWPS Full Board |
| Date of next review:             | January 2029    |

### REVIEW RECORD

| Date of review | Reason for review       | Date of next review |
|----------------|-------------------------|---------------------|
| 01/11/2020     | Agreed review schedule. | November 2024       |

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| Name: |  | Signature: |  |
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on behalf of MWPS Full Board

| Date of review | Reason for review       | Date of next review |
|----------------|-------------------------|---------------------|
| 23/01/2025     | Agreed review schedule. | January 2029        |

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on behalf of MWPS Full Board

| Date of review | Reason for review | Date of next review |
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| Name: |  | Signature: |  |
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on behalf of MWPS Full Board