



Approval Date: May 2018

Review Date: May 2021

1. Legal Duties

At Ernehale 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 principal 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
- Race
- Sex (including issues of transgender)
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to carry out 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).
- Prepare and publish equality objectives which we will review on an annual basis through consultation with our stakeholders.

In order to do this effectively 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 but we will also analyse available data relating to the context of our local community, including hate crime data and demographic information. In relation to school provision we will pay particular attention to the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incident

Our objectives will detail how we will ensure equality is applied to the functions listed above, however, where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also recognise that our work on equality is central to the successful promotion of fundamental British values and Ernehale Values, especially in relation to the values of respect and tolerance and the rule of law. We will therefore ensure that our curriculum helps to prepare pupils for life in modern Britain and that we work proactively to address all forms of prejudice and discrimination, including derogatory and discriminatory language.

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.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult
- Strive to ensure that society will benefit

This Equality Policy statement sets out:

- Aims and values
- Roles and responsibilities
- Monitoring, reviewing and assessing impact

2. Equality – aims and roles

Ernehale Junior School’s mission is to provide a happy and caring environment in which pupils feel secure, actively involved and strive to achieve their educational potential.

The aim is to:

- Promote tolerance, respect and honesty;
- Nurture in our pupils resilience, high self- esteem and personal expectations;
- Value diversity and promote a sense of belonging for all our pupils;
- Instill a love of learning which will continue throughout life;
- Celebrate learning in all its forms;
- Develop enquiring and discerning minds;
- Offer an enhanced curriculum;
- Equip pupils with the vision to recognise and embrace the potential of our ever changing world;
- Encourage the confidence and desire to assess and take appropriate risks;
- Nurture partnerships between home, the school and its community.

All who work in the school have a responsibility for ensuring its aims are explicitly promoted and met within the school and its community.

3. School Community Roles and Responsibilities

Governing Body

- Involve and engage the whole school community in identifying and understanding equality barriers and in the setting of objectives to address them.
- Monitor progress towards achieving equality objectives.
- Publish data and equality objectives.
- Ensure that staff have access to appropriate training and resources.

Headteacher

As above including:

Promote key messages to staff, parents and pupils about equality and what is expected of them and what can be expected from the school in carrying out its day to day duties.

- Ensure that the whole school community receives adequate training to meet the need of delivering equality, including pupil awareness
- Ensure that all staff are aware of their responsibility to record, report and respond appropriately to prejudice related incidents.

Senior Management Team

To support the Headteacher as above

- Ensure fair treatment and access to services and opportunities.
- Ensure that all staff are aware of their responsibility to record, report and respond appropriately to prejudice related incidents

Teaching and Non-teaching Staff

- Design and deliver an inclusive curriculum.
- Ensure that they are aware of their responsibility to record, report and respond appropriately to prejudice related incidents.
- Help in delivering the right outcomes for pupils.
- Uphold the commitment made by the head teacher on how pupils and parents/carers can be expected to be treated.
- Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.

Parents/Carers

- Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these.
- Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.

Pupils

- Support the school to achieve the commitment made to tackling inequality.
- Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.

All involved should strengthen links with the wider community in order to:

- Develop good and productive relationships
- Enable all to broaden their life experiences
- Ensure all staff know their responsibilities and receive training and support in carrying them out

Responsibility

We believe that promoting Equality is the whole school's responsibility:

We will ensure that the whole school community is aware of the Single Equality Policy and our published equality information and equality objectives by publishing them on our school's website

Breaches

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the head teacher and governing body.

Monitor and Review

Every three years we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall School Improvement Plan and therefore will be reviewed as part of this process.