

ORCHARD LEA JUNIOR SCHOOL

Orchard Lea Junior School

Equalities Policy

(including Equalities Information and Objectives)



This policy applies to all staff at Orchard Lea Junior School.

Approved by FGB: March 2016
Review date for FGB: March 2019

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Introduction

We welcome our duties under the Equality Act 2010 as both a provider of education and as an employer.

We believe that all pupils and members of staff should have the opportunity to fulfil their potential whatever their background, identity and circumstances. We are committed to creating a community that recognises and celebrates difference within a culture of respect and co-operation. We appreciate that a culture which promotes equality will create a positive environment and a shared sense of belonging for all who work, learn and use the services of our school. We recognise that equality will only be achieved by the whole school community working together – our pupils, staff, governors and parents/carers.

This document outlines the principles which will guide our approach to working with our school community and enabling an open culture.

For staff and prospective staff, this policy should be read in conjunction with the school's Staff Equality Policy.

National and Legal Context

We recognise that we have duties under the Equality Act 2010 in relation to the school community to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (applicable only to staff), disability, ethnicity, gender (including issues of transgender, maternity and pregnancy), religion and belief, sexual orientation and marital status (applicable only to staff).

We also recognise that we have a duty under the Education & Inspections Act 2006 to promote community cohesion, i.e. developing good relations across different cultures and groups.

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

School Context

Orchard lea Junior is of average size, situated on the North West outskirts of Fareham sharing a site with Orchard Lea Infant school. It is a two form entry school with 229 FTE pupils on roll, between the ages of 7-11 years.

The majority of our pupils live in the vicinity of the school, however, approximately 25% of families attend from out of catchment areas which include a high proportion of council and housing association properties. The socio-economic backgrounds within the school are mainly white British. Some families are being supported by the Locality Team and others receive support from the school's Parent Support Adviser. There is a higher proportion of Special Educational Needs children than the national average. Free school meals take up is within the range of the national average. Attendance rates at the school are above the national average.

The vast majority of pupils join the school from our main feeder school, Orchard Lea Infants and move on to Henry Cort Community College.

There are no specific characteristics or equality and diversity issues which face the school.

Principles

To fulfil our legal obligations, we are guided by a number of principles.

1. All pupils, families and staff are of equal value

We see all pupils, potential pupils, their parents and carers, and staff as of equal value:

- Whether or not they are disabled
- Whatever their ethnicity, culture, national origin or national status
- Whatever their gender and gender identity
- Whatever their religious and non-religious affiliation or faith background
- Whatever their sexual orientation
- Whatever their marital status
- Whether they are currently pregnant or have recently given birth
- Whatever their age
- Whether or not they have a connection with the forces community
- Whether or not English is their first language.

2. We recognise and respect difference

We recognise that treating people equally does not necessarily involve treating them all the same. We recognise that our policies, procedures and activities must not discriminate but must take account of diversity and the kinds of barriers and disadvantage that staff, parents/carers or pupils may face in relation to their protected characteristics:

- Disability – we note that reasonable adjustments may need to be made
- Gender (including transgender) – we recognise that girls and boys, men and women have different needs
- Religion and belief – we note that reasonable requests in relation to religious observance and practice may need to be made and complied with
- Ethnicity and race – we note that all have different experiences as a result of our ethnic and racial backgrounds
- Age – we value the diversity in age of staff, parents and carers
- Sexual orientation – we respect that individuals have the right to determine their own sexual identity and that they should not experience disadvantage as a result of their preference
- Marital status – we recognise that our staff, parents and carers may make their own personal choices in respect of personal relationships and that they should not experience disadvantage as a result of the relationships they have
- Pregnancy and maternity – we believe that our staff, parents and carers should not experience any unfair disadvantage as a result of pregnancy or having recently given birth.

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 and interaction between groups and communities different from each other
- an absence of harassment, victimisation and discrimination in relation to any protected characteristics

4. We observe good equalities practice in relation to staff

We ensure that our policies and practices for all staff and potential staff throughout the employment lifecycle, i.e. from recruitment through to the cessation of employment and beyond, are applied fairly and consistently across all groups with full respect for legal rights, taking into account aspects applicable to particular groups (e.g. duty to make reasonable adjustments for disabled staff).

5. We aim to reduce and remove inequalities and barriers that already exist

We intend that our policies, procedures and activities avoid or minimise any possible negative impacts and we aim to reduce inequalities that exist between groups and communities different from each other.

6. We consult and involve to ensure views are heard

In our development of policies, we engage with groups and individuals, including pupils who are affected by a policy or activity to ensure that their views are taken into account. For policies and activities affecting pupils, we will take account of views expressed at school council; for parents, through parent governor representation and for staff, through staff governor representation. Where necessary, we will consult more widely with specific groups.

7. We aim to foster greater community cohesion

We intend that our policies, activities and curriculum offer foster greater social cohesion and provide for an equal opportunity to participate in public life irrespective of the protected characteristics of individuals and groups.

8. We base our practices on sound evidence

We maintain and publish information annually to show our compliance with the public sector equality duty, set out under section 149 of the Equality Act 2010. Our current equality information can be found in Appendix A to this policy statement.

9. We set ourselves specific and measurable equality objectives

We develop and publish specific and measurable objectives every four years based on the evidence that we have gathered (principle 8) and the engagement we have been involved in (principle 7).

The objectives can be found in Appendix B to this policy statement and take into account both national, county and school level priorities.

We will set ourselves new objectives every four years, but keep them under review and report annually on progress towards achieving them.

Application of the principles within this policy statement:

The principles outlined in the policy statement will be applied and reflected in:

- The delivery of the school curriculum
- The teaching and learning within the school
- Our practice in relation to pupil progress, attainment and achievement
- Our teaching styles and strategies
- Our policies and practice in relation to admissions and attendance
- Our policies and practice in relation to staff
- Our care, guidance and support to pupils, their families and staff
- Our policies and practice in relation to pupil behaviour, discipline and exclusions
- Our partnership working with parents and carers
- Our contact with the wider school community

Addressing prejudice and prejudice-related bullying

The school is opposed to all forms of prejudice including, but not limited to prejudice related to protected characteristics. We will ensure that prejudice-related incidents in relation to staff and pupils are recorded and dealt with appropriately.

Roles and responsibilities

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented and that arrangements are in place to deal with any concerns or unlawful action that arises.

The head teacher is responsible for implementation of this policy, ensuring that all staff are aware of their responsibilities and given appropriate training and support and for taking appropriate action in any cases of unlawful discrimination, harassment or victimisation.

All staff are expected to work in accordance with the principles outlined in this policy to:

- promote an inclusive and collaborative ethos in their practice
- deal with any prejudice-related incidents that may occur
- plan and deliver curricula and lessons
- support pupils in their class who have additional needs

Date approved by the Governing Body: March 2012

Date for policy review: March 2016

Equalities Information

Appendix A

We recognise that the public sector equality duty has three aims, to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation).

We have also involved staff, pupils, parents and others in the following ways:

- parent questionnaires
- Class and whole school assemblies embrace a breadth of cultures
- The school curriculum is designed to enable children to understand and respect diversity
- Staff survey – because of the current composition of the staff by disability, race and gender, the data would not produce any useful information. We will continue to monitor this through the limited amount of data which can legally be sought during the recruitment process.
- Contact with parents representing pupils with particular protected characteristics.

Pupil-related data

Information	Evidence and commentary		
Attainment in English by gender 2015 % achieving level 4+	Reading Male 100%	Female 94%	
	Writing Male 94%	Female 91%	
Attainment in English by pupil groups 2015 % achieving level 4+		Reading	Writing
	Free School Meals (FMS)	100 %	89 %
	Non FSM	96 %	93 %
	White British	97 %	93 %
	Any other white background	100 %	100 %
	Ethnic minority groups	N/A	
Attainment in maths by gender 2015 % achieving level 4+	Male 90 %		
	Female 88 %		
Attainment in maths by Pupil groups 2015 % achieving level 4+	FSM 78 %		
	Non FSM 91 %		
	White British 91 %		
Attainment in English (R&W) and maths combined by gender 2015 % achieving level 4+	Male 87 %		
	Female 85 %		
Attainment in English and maths combined by pupil groups 2015 % achieving level 4+	FSM 67 %		
	Non FSM 89 %		
	White British 88 %		

Non attendance by gender - % of sessions missed due to overall absence	Male 3.7 % Female 3.5 %
Attendance by pupil groups % of sessions missed due to overall absence	Free School Meals (FMS) 5.4 % Non FSM 3.0 % White British 3.5 % Any other white background 2.5 % Ethnic minority groups N/A SEN Support 5.1 % No SEN 3.3 %

Other information

Parent Survey: July 2015	100 % agreed that teaching in good at this school. 95% were happy with their child's progress. 94% agreed that their child enjoys school.
Governor representation as at April 2012	Female 66 % Male 33 %

Qualitative information

The school has published various policies on the school's website (www.orchardleajun.hants.sch.uk). These policies evidence the school's commitment to the principles outlined in this policy and the public sector equality duty.

Date of publication of this appendix: March 2016

Date for review and re-publication: March 2017

Equality Objectives

Appendix B

We recognise that the public sector equality duty has three aims, to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation). However, our number of pupils on roll in protected groups is too small to be considered a minority group for consultation.

Having referred to and analysed our equality information, we have set ourselves the following objective:

Objective 1: To target the progress of FSM in order for them to achieve level 4+ in English and mathematics combined, similar to that of Non FSM.

Date of publication:	March 2016
Date for review and re-publication of progress against objectives:	March 2017
Date for review and re-publication of objectives:	April 2019