

Rushton Primary School



Equalities Policy

GB Monitor:	Safeguarding & Inclusion
Staff Lead:	Michelle Johnston
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EQUALITIES INFORMATION

The Public Sector Equality Duty 2011 has three aims under the general duty for Schools, Academies and Settings:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. By removing or minimising disadvantages suffered by people due to their protected characteristics.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not. By taking steps to meet the needs of people from protected groups where these are different from the needs of other people
3. Foster good relations between people who share a protected characteristic and those who do not. By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Rushton Primary School has considered how well we currently achieve these aims with regard to the eight protected equality groups: *race, disability, sex, gender reassignment, age, pregnancy and maternity, religion and belief and sexual orientation*. In compiling this equality information we have:

- identified evidence already in our setting/centre of equality within policies and practice and identified gaps;
- examined how our setting/centre engages with the protected groups, identifying where practice could be improve.

Protected Characteristics	Aims of General Duty		
	Evidence and engagement with protected groups in order to eliminate unlawful discrimination, harassment and victimisation	Advancing equality of opportunity and engagement with protected groups	Foster good relationships and engagement with protected groups in order to develop good relationships
Race	Hate crime and incident reporting used by all Very few incidents of racial harassment reported Equality policies actively followed	Children with differing backgrounds feel included throughout the school Data shows little variation in results of different racial groups Adults from different backgrounds approach the school freely	Home culture shared and celebrated in school in all classes at Rushton. Multi-cultural events held throughout the year to celebrate the diverse cultures in our society
Disability	Disabled pupils included in all school events Disabled parents have access to all school events String school for disabled pupils	Enhanced curriculum for disabled children in place Access plan in place	Contact with disabled parents to ensure equality of access to school events Assemblies make specific reference to disabilities Use of medical questionnaire for all



			children with follow up
Sex and Discrimination	Children of both sexes take part in a wide variety of activities to encourage equal opportunities both in and after school Sporting teams from both genders given high profile	Positive discrimination made eg boys/girls groups when appropriate Actively encourage volunteers and staff from male and female	Stereotypes are challenged eg dressing up clothes for all Assemblies tackle discrimination Working parties include male and female Council representatives from both Sexes
Gender Reassignment	Not currently reflected within staff group or children	Equality policy would be followed to ensure good relations fostered	Equality policy would be followed to ensure good relations fostered
Pregnancy and Maternity	NCC maternity policy followed Puberty teaching delivered by School nurses	Individual staff part of risk assessment process	KIT days and flexible working on return encouraged
Age	Full age range of staff and volunteers from 16 – 65+	Retired employees welcomed back Volunteers from all age groups welcomed in to school	Support elderly within the community Support local playgroups Grandparents invited in to school
Religion and Belief	Different religious beliefs catered for in staff and children RE policy followed Collective worship included coverage of a variety of faith groups	Visitors from a variety of Faiths invited in to school Alternative menus offered Withdrawal from RE and assembly if requested	School visits to other places of worship Multi faith celebrations highlighted in assemblies
Sexual Orientation	School rules set clear guidelines applicable to protected characteristics All people treated as individuals PSHE policy	Dressing up clothes and toys throughout the school provide freedom of expression for all individuals Variety of families represented Assemblies tackle homophobia	Opportunity to share home environment through 'show and tell' Non-judgemental view points fostered Governors, staff, parents and volunteers all treated as equals



Rushton Primary School – Equalities Objectives Action Plan

Objective	Which protected group(s) will this most affect / influence	How will we know we have achieved the objective?	Lead	Actions	Review Date
To widen curriculum experience inside and outside of school to represent a greater variety of different cultures.	Race	Children will be able to recall and explain experiences undertaken.	JB	Develop whole school visitor opportunities in assemblies Increase the use of music and stories from different cultures / countries in assemblies Develop assembly plan for the year Continue to timetable an international week each year	Ongoing
To audit classroom provision to ensure they are disability friendly.	Disability	Staff have undertaken audit for each classroom	AJ	Develop a checklist to ensure each classroom is disability friendly	Ongoing
To ensure the curriculum promotes a positive image of disability.	Disability	School completes the TAMHS Children have an increased awareness of sign language and deafness	JB	Increase awareness of visual impairment through curriculum. Increase awareness of deafness as a disability introduce signing into songs Develop a wellbeing ethos to support mental health awareness through TAMHS project.	Ongoing
To further develop opportunities in the curriculum for children to experience different religions and belief.	Religion and Belief	Programme of planned visit and visitors developed. Evidence through photographs and comments / quote from children.	CP	Develop a partnership with a multi faith school to reflect life in 'modern Britain' Widen range of visitors into school Develop opportunities in line with RE syllabus to visit	Ongoing



