



Summerseat Methodist Primary School

Single Equality Policy

This policy was adopted by the Full Governing Body on 7th February 2012.

Statement/Principles

The policy outlines the commitment of the staff and Governors to promote equality. This involves tackling the barriers which could lead to unequal outcomes so that there is equality of access and the diversity within the school community is celebrated and valued.

We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth. At Summerseat Methodist Primary School, equality is a key principle for treating all people the same irrespective of their gender, ethnicity, disability, religious beliefs/faith tradition, sexual orientation, age or any other of the protected characteristics (Single Equalities Act 2010).

Monitoring and Review

The staff member responsible for co-ordinating the monitoring and evaluation is the head teacher who will be responsible for:

- Providing updates on equalities legislation and the school's responsibilities in this regard;
- Working closely with the Chair of Governors who is the governor responsible for this area;
- Supporting positively the evaluation activities that monitor the impact and success of the policy on pupils from different groups, e.g SEN, Children in Care, Minority Ethnic including Traveller and EAL pupils and Free School Meals, in the following recommended areas:
 - Pupils' progress and attainment
 - Learning and teaching
 - Behaviour discipline and exclusions
 - Attendance
 - Admissions
 - Incidents of prejudice related bullying and all forms of bullying
 - Parental involvement
 - Participation in extra-curricular and extended school activities
 - Staff recruitment and retention
 - Visits and visitors

Action Planning

We recognise that the actions resulting from a policy statement such as this are what make a difference.

Every four years, we draw up an action plan within the framework of the overall school development plan setting out the specific equality objectives we shall pursue. The objectives which we identify take into account national and local priorities and issues, as appropriate.

We review our action plan annually report on progress towards achieving the objectives at the Spring term meeting of the Full Governing Body.

Policy Commitments

Promoting Equality: Curriculum

We aim to provide all our pupils with the opportunity to succeed. To achieve this we will ensure:

- Curriculum planning reflects a commitment to equality;
- The curriculum prepares pupils for life in a diverse society and uses opportunities to reflect the background and experience of pupils and families in the school;
- There will be opportunities in the curriculum to explore concepts and issues related to identity and equality;
- The promotion of attitudes and values that celebrate and respect diversity and challenge discriminatory behaviour and language wherever it occurs;
- The use of images and materials which positively reflect a range of cultures, identities and lifestyles.

Promoting Equality: Achievement

There is a consistently high expectation of all pupils regardless of age, gender, ethnicity, ability, social background and sexual orientation. To secure the best possible outcomes we recognise that:

- Adults in the school will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity;
- It is important to identify the particular needs of individuals and groups within the school and to use targeted interventions to narrow gaps in achievement;
- A range of teaching methods is used throughout the school to ensure that effective learning takes place at all stages for all pupils;
- All pupils are actively encouraged to engage fully pupils in their own learning.

Promoting Equality: The ethos and culture of the school

- At Summerseat Methodist Primary School, we are aware that those involved in the leadership of the school community are instrumental in demonstrating mutual respect between all members of the school community;
- We strive to achieve a feeling of openness and tolerance which welcomes everyone to the school;
- The children are encouraged to greet visitors to the school with friendliness and respect;
- The displays around the school reflect diversity across all aspects of equality and are frequently monitored;
- Reasonable adjustments will be made to ensure access for pupils, staff and visitors (including parents) with disabilities (this not only includes physical access, but takes account wider access to school information and activities);
- Provision is made to cater for the cultural, moral and spiritual needs of all children through planning of collective worship, classroom based and off-site activities;
- Pupils' views are actively encouraged and respected. Pupils are given an effective voice for example through, the School Council, Class Meetings and pupil surveys. There are regular informal opportunities to engage with pupils about their learning and the life of the school;
- Positive role models are used throughout the school to ensure that different groups of pupils feel welcomed and included.

Promoting Equality: Staff Recruitment and Professional Development

- All posts are advertised formally and open to the widest pool of applicants;
- All those involved in recruitment and selection are trained and aware of what they should do avoid discrimination to ensure equality of opportunity.
- Steps are taken to encourage people from under-represented groups to apply for positions at all levels of the school;
- Access to opportunities for professional development is monitored on equality grounds;
- Equalities policy and practice is covered in all staff inductions;
- All supply staff and contractors are made aware of the equalities policy and practice;
- Employment policy and procedures are reviewed regularly to check conformity with legislation and the impact of policies are kept under regular review.

Promoting Equality: Countering and Challenging Harassment and Bullying

- The school counters and challenges all types of discriminatory behaviour and this is made clear to staff, pupils, parents and governors;
- The school has a clear, agreed procedure for dealing with prejudice related bullying incidents and the head teacher is responsible for recording and monitoring incidents;
- The school reports to Governors, parents and LA on an annual basis the number of prejudice related incidents recorded in the school.

Promoting Equality: Partnerships with Parents/Carers and the Wider Community

Summerseat Methodist Primary School aims to work in partnership with parents/carers. We:

- Take action to ensure all parents/carers are encouraged to participate in the life of the school;
- Maintain good channels of communication;
- Encourage members of the local community to join in school activities and celebrations;
- Ensure that the parents/carers of newly arrived pupils are made to feel welcome, regardless of gender, ethnicity, disability, religious beliefs/faith tradition, sexual orientation, age or any other of the protected characteristics.

Responsibility for the Policy

In our school, all members of the school community have a responsibility for promoting equalities.

The Governing Body has responsibility for ensuring that:

- The school complies with all equalities legislation relevant to the school community;
- The school's equalities policy is maintained and updated regularly; and that equality schemes are easily identifiable (these may be included within the School Improvement Plan, the school's Accessibility Plan or may be stand alone documents);
- The actions, procedures and strategies related to the policy are implemented;
- The designated Equalities Governor will have an overview, on behalf of the governing body, on all prejudice related incidents or incidents which are a breach of this policy and ensure that appropriate action is taken in relation to these incidents.

In partnership with the Governing Body, the Head Teacher and Deputy Head Teacher have responsibility for:

- Providing leadership and vision in respect of equality;
- Overseeing the implementation of the equality policy and schemes;
- Co-ordinating the activities related to equality and evaluating impact;
- Ensuring that all who enter the school are aware of, and comply with, the equalities policy;
- Ensuring that staff are aware of their responsibilities and are given relevant training and support;
- Taking appropriate action in response to any prejudice-related incidents.

All school staff have responsibility for:

- The implementation of the school's equalities policy and schemes;
- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping;
- Ensuring they do not discriminate on grounds of ethnicity and culture, disability, sexual orientation or other groups vulnerable to discrimination;
- Keeping up to date with equalities legislation.

Measuring the Impact of this Policy

The equalities policy and all other relevant policies will be evaluated and monitored for their equality impact on pupils, staff, parents and carers from the different groups that make up our school. The main findings from equality impact assessments will be published for the school community.



Summerseat Methodist Primary School

Profile of Our School

Pupils – March 2012

Number on roll

Boys - 39 Girls - 66 Total - 105

Free School Meals

Boys - 3 Girls - 7 Total - 10

Ethnic Categories

White British - 81

White and Black Caribbean - 3

Any other Mixed Background - 1

Refused to disclose - 3

Special Educational Needs

	Boys	Girls
Medical Needs	1	2
School Action	3	0
School Action Plus	2	1
Statement	0	1

Staff – March 2012

(please note this only relates to those directly employed by the school)

	Male	Female
Teaching	2	5
Non-Teaching	0	10

Governors – March 2012

Male - 5

Female - 7



Summerseat Methodist Primary School

Equalities Duty : Objectives : 2012 - 2016

As a school, we are fully committed to the principles of Every Child Matters and each improvement or action plan is written with due regard to the outcomes of ECM:

1. Be Healthy
2. Stay Safe
3. Enjoy and Achieve
4. Make a Positive Contribution
5. Achieve Economic Well Being

Key Objectives	ECM	Leadership (& support)	Resources	Success Criteria	Completion Date
- to continue to expand the range of extra-curricular activities ensuring equality of opportunity across the age groups and for both boys and girls	1, 2, 3, 4	Head teacher (Lead teacher for PE, class teachers)	Sessions led by Bury FC and School Sports Partnership (as funding allows)	<ul style="list-style-type: none"> • A wide range of activities is planned for each academic year for all age groups and for both boys and girls • Take-up for clubs is good and attendance is high • Parents report improved levels of satisfaction with number and range of activities offered for children 	Ongoing
- to increase in-school support for those children who do not necessarily receive support with reading at home, to ensure good progress	3, 4, 5	Head teacher (Deputy head teacher)	Targeted TA support Volunteers in school	<ul style="list-style-type: none"> • Target children identified (Summer 2012) • Target children receive regular additional support • Rate of progress of target children increases 	Ongoing

Monitoring and Review

The head teacher will monitor progress towards the success criteria on an annual basis and report findings to the Standards Committee. These objectives will be reviewed on an annual basis by the Standards Committee of the Governing Body.

Review

<u>2013</u>
<u>2014</u>
<u>2015</u>
<u>2016</u>