



Great Hockham Primary School and Nursery
Equality Policy

Author / Edited by	Natasha Hall
Date Approved	May, 2021
Review Body	Local Governing Body
Review frequency & next review due	May 2022, or sooner if regulations / circumstances change

INTRODUCTION

The Single Equality Scheme incorporates the School Equal Opportunities Policy and should be read with the following policies as appropriate:

Anti-Bullying Policy

Social, Moral, Spiritual and Cultural Policy

The Equality Act 2010 provides a single consolidated source of discrimination law, covering all the types of discrimination that are unlawful. The Equality Act states that Great Hockham Primary School and Nursery has a general public duty to tackle discrimination, to promote equality of opportunity and to encourage good community relations between all people involved with the School (staff, pupils, governors, parents/carers, volunteers and alumni).

This is known as the Public Sector Equality Duty. Great Hockham Primary School and Nursery (hereafter GHPS&N) is also guided by the Department for Education document 'The Equality Act 2010 and Schools' (2014).

GHPS&N is also required to publish information to demonstrate how it is complying with the Public Sector Equality Duty and to prepare and publish equality objectives (see Annex A).

At GHPS&N, we seek to promote and create a fairer school community where everyone can participate and fulfil their potential. We also recognise individual differences and seek to ensure that everyone is treated as an individual while placing positive value on diversity within the school. The School is committed to equality in all aspects of work and commits to:

Treating all members of GHPS&N community – governors, employees, pupils, applicants, contractors, volunteers and visitors – with respect, with dignity and as individuals;

Providing a positive working and learning environment free from discrimination, harassment and victimisation, in which people feel valued and fulfil their potential;

Striving for excellent practice in equality issues, in all aspects of school life – learning, teaching, employment, environment and services;

Ensuring that all staff and pupils are aware of their legal and moral obligations and actively promote a culture of equality and celebrate diversity;

PROTECTED CHARACTERISTICS

It is unlawful to discriminate a pupil or prospective pupil because of their:

Sex

Race

Disability

Religion or belief

Sexual orientation

Gender reassignment

Pregnancy or maternity

ASSOCIATION

It is also unlawful to discriminate because of the sex, race, disability, religion or belief, sexual orientation or gender reassignment of another person with whom a pupil is associated.

PERCEPTION

It is unlawful to discriminate because of a characteristic which you think a person has, even if you are mistaken.

UNLAWFUL BEHAVIOUR

The Act defines four kinds of unlawful behaviour:

Direct discrimination

Indirect discrimination

Discrimination harassment

Victimisation

Further guidance on how these types of behaviour apply in schools is provided in the 2014 Department for Education Guidance on the Equality Act.

CURRICULUM

Although the content of the school curriculum is excluded from the Equalities Act 2010, the way that a school provides education is included. Further guidance on what might or might not be acceptable is contained in the 2014 Department for Education Guidance.

Annex A is a table of evidence, which lists the public information and documents available that demonstrate GHPS&N's commitment to equality.

Equality Measures	Activity	Evidence
GHPS&N will aim to provide reasonable access for all pupils to: a) the curriculum b) the site	We adjust the curriculum as necessary to meet the needs of all learners We are proactive in fostering mental well-being Our site is designed with easy access in mind	Planning shows variation between years to adapt for individual needs. There is evidence of staff being employed to support particular needs e.g. Sensory Circuits We are a relatively new build and the site was designed with access in mind
Our anti-bullying policy reinforces the commitment to enabling all pupils to learn free from bullying and harassment	Forum assemblies explore pupil perception of bullying and the relative success of the school in its implementation	See Forum minutes and evidence of child voice and any associated actions
We aim that all materials, both administrative and pedagogical, will be non-discriminatory	All materials are considered carefully by senior members of staff	The school environment is inclusive. The school website celebrates diversity and individuality
We aim to provide support to pupils requiring extra resources during lessons and statutory tests	Lessons are differentiated and support provided to meet the needs of pupils	Planning Sensory Circuits Applications for extra time and scribes KS2 SATs
We analyse data and carry out pupil progress meetings which examine the progress for equality of opportunity for all pupils	Pupil progress meetings SLT data analysis Trust-level analysis	Minutes from meetings Data
Staff with individual needs are met	Assignment of classrooms according to need Provision of equipment to support those with additional need	Staff can be consulted on levels of provision

SAPIENTIA EDUCATION TRUST

Staff who feel victims of discrimination can pursue this through grievance procedures	Grievance procedure policy	Grievance procedure policy
Children learn about their own rights	Children learn about equality through a comprehensive PSHE programme of study, including focus on rights and responsibilities	Planning and work Assemblies

