



Park Wood Schools Federation

EQUALITY INFORMATION & OBJECTIVES POLICY

Reviewed September 2018
Next Review September 2021
Awaiting Ratification by Governors



EQUALITY INFORMATION & OBJECTIONS – SEPTEMBER 2018

1. United Nations Convention on the Rights of the Child (UNCRC)

Park Wood Schools Federation are working towards being a 'Rights Respecting School'. The Convention sets out the civil, political, economic, social and cultural rights to which everyone under the age of 18 is entitled. Article 2 explicitly links to the right not to be discriminated against, whatever their ethnicity, gender, religion, language, abilities or any other status, whatever they think or say, whatever their family background. Article 23 explicitly explains how children with a disability have the right to a full and decent life with dignity and as far as possible, independence and to play an active part in the community. This Policy sets out how we will ensure these rights are met.

2. Legal Duties:

- 2.1 As a school we welcome our duties under the Equality Act 2010. The general duties are to:
 - Eliminate discrimination
 - Advance equality of opportunity
 - Foster good relations
- 2.2 We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality opportunity.
- 2.3 A protected characteristic under the Act covers the groups listed below:
 - Age – for employees not for service provision
 - Disability
 - Ethnicity
 - Gender
 - Gender reassignment
 - Maternity and pregnancy
 - Religion and belief and
 - Sexual identity
 - Marriage and Civil Partnership – for employees
- 2.4 In order to meet our general duties listed below, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:
 - Publish equality information – to demonstrate how we meet the general duty across its functions
 - We will not publish any information that can specifically identify any individual child or adult
 - Prepare and publish equality objectives

3 To do this 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. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

4 Our listed objectives will detail how we will ensure equality is applied to the services 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.

5 We also welcome our duty under the Education and Inspection Act 2006 to promote community cohesion.

6 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.

7 Core Statements:

In fulfilling our legal obligations we will be guided by seven core statements:

- Statement 1: All learners are of equal value
- Statement 2: We recognise, welcome and respect diversity
- Statement 3: We foster positive attitudes and relationships and a shared sense of belonging
- Statement 4: We observe good equalities practice, including staff recruitment, retention and development
- Statement 5: We aim to reduce and remove existing inequalities and barriers
- Statement 6: We consult and involve widely
- Statement 7: We strive to ensure that society will benefit

8 Our Vision:

The vision statement at PWSF is 'Tomorrow belongs to those who are Inspired today'. Our aim is to be provide equality of opportunity to learn, develop, succeed and thrive for all members of our school community.

9 School Aims:

- To ensure that all individuals achieve their full potential academically, physically, emotionally and spiritually in relation to prior attainment.
- To provide pupils with high quality teaching that has clear aims, uses appropriate methods and resources and is differentiated to meet the needs of a range of pupils
- To provide pupils with a broad and balanced curriculum which stimulates their interest in a wide range of cultural, aesthetic, physical and environmental issues

- To encourage pupils to be confident, self-motivated, have high standards and a commitment to high achievement
- To provide a lively, stimulating and well organised learning environment in which the abilities and qualities of each member are shown to be appreciated and are used for the corporate well-being of the whole school
- To encourage parents to participate in school life and ensure that they are kept well informed of pupils' progress
- To establish links with the local community which enables pupils to grow up with an understanding of local issues

10 Addressing Prejudice Related Incidents:

This school is opposed to all forms of prejudice and we recognise that children who experience any form of prejudice related discrimination may fare less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

11 Responsibility:

We believe that promoting Equality is the responsibility of everyone in the school community.

School Community	Responsibility
Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Governors are fully committed to the vision of establishing and maintaining a fully inclusive school
Headteacher	As above including: Promoting 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. Ensuring 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 and report prejudice related incidents.
Senior Leadership 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 and report prejudice related incidents
Staff	All staff support the school and Governing Body in delivering a fair and equitable service to all stakeholders. Staff are consulted with a culture of openness and share accountability allowing all to make their contribution to improving pupil outcomes and wellbeing. A survey is conducted to analyse staff views. This allows for training and CPD needs to be indentified

Parents	The school provides the parents with a wealth of information via monthly Newsletters, the school website and general correspondence. A majority of parents are happy with all aspects of school
Pupils	Pupils are involved in decision-making procedures of the school. Primarily through the School Council but also through class and group consultation and questionnaires. Pupils report feeling safe and well looked after in school. There are very little reported incidents of prejudice related to bullying and there are established and effective policies and procedures for dealing with all poor behaviour

11.1 We will ensure that the whole school community is aware of the Equality Statement and our published equality information and objectives by publishing them on our School's Website.

12 Breaches:

Breaches to this statement will be dealt with in the same way that breaches of other School Policies are dealt with, as determined by the Headteacher and Governing Body.

13 Monitor and Review:

Every 3 years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall School Development Plan and therefore will be reviewed as part of this process.