**Moorthorpe Primary School with Inclusion Resource**

**Equality Policy 2023-2024**

1. **Ethos**

Promoting the equality of all people in our community is of great importance to Moorthorpe Primary School with Inclusion Resource. We strongly believe every person deserves justice, respect and equal opportunities. We are therefore committed to the promotion of well-being and achievement for all its pupils and staff. We aim to enhance the culture of inclusion and celebrate the diversity of all who attend our school. We are committed to meeting the individual needs of each child and will take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010.

1. **Aims**

Moorthorpe Primary School with Inclusion Resource aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

* Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
* Advance equality of opportunity between people who share a protected characteristic and people who do not share it
* Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

**3. Roles and responsibilities**

The governing board will:

* Ensure that the equality information as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
* Ensure that the published equality information is updated at least every year
* Delegate responsibility for monitoring the achievement of the policy on a daily basis to the headteacher
* Ensure the environment allows access for those with disabilities and that communication is inclusive for parents, carers and students.

**The equality link governor is Reverend Margaret Gallagher. They will:**

* Every term, meet with the designated member of staff for equality and diversity, Miss Katie Lawton, and other relevant staff members, to discuss any issues and how these are being addressed
* Ensure they’re familiar with all relevant legislation and the contents of this document
* Attend appropriate equality and diversity training
* Report back to the full governing board regarding any issues

**The headteacher/ SMT will:**

* Promote knowledge and understanding of equality and diversity among staff and pupils
* Promote equal opportunities when developing the curriculum and participation in the life of the school.
* Monitor success in implementing this policy and report back to governors
* Ensure all incidents of unfair treatment, bullying or discrimination are treated with due seriousness.

**The designated member of staff for equality is Miss Katie Lawton. They will:**

* Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils, this includes leading half termly assemblies.
* Meet with the equality link governor every term to raise and discuss any issues
* Support the headteacher in identifying any staff training needs, and deliver training as necessary

All school staff are expected to promote equality of opportunity in our day-to-day practice as indicated through the following:

**Teaching and Learning:**

The school sets out to provide opportunities for success and enabling pupils to reach their potential. This can be seen in the way we:

• Use data to monitor and track achievement of all pupils

• Monitor achievement by ethnicity, disability and gender

• Set challenging targets

• Consult staff and students

• Promote consistency in relation to behaviour

• Celebrate achievement and effort of all students

• Promote values that challenge prejudice

• Seek parental support for learning

**Admissions:**

The Admissions criteria that are agreed by the Governing body promote fair access for all. The admissions procedure is all inclusive whatever a child’s background, race or disability.

**Equal Opportunities for staff:**

Moorthorpe Primary school with Inclusion Resource is committed to providing equality of opportunity for all staff.

Appointments and promotions are made on the basis of merit and ability in compliance with the law.

The governing body as the employer actively promotes equality for all and ensures recruitment and retention are monitored. All staff have CPD opportunities as appropriate.

**Equality and the law:**

Relating to the Equality Act (2010) there are nine ‘protected characteristics’ these are age; disability, gender reassignment [transgender], marriage / civil partnership, pregnancy / maternity, race, religion and belief (and having no belief), sex (gender) and sexual orientation.

Under the general duty schools must exercise ‘due regard’ in respect of each of the eight protected characteristics (excluding marriage and civil partnership) to:

1. Eliminate unlawful discrimination and harassment

2. Advance equality of opportunity

3. Foster good relations between different groups

Schools have a number of statutory duties which must be met in line with legislation e.g. Race Relations (amendment) Act (2000)

Disability Equality Duty (2005)

Equality Act (2010)

**The Race Equality Duty requires us to:**

• Eliminate racial discrimination

• Promote equality of opportunity

• Promote good relations between racial groups

Moorthorpe Primary will continue to:

• Report to governors regarding Equal Opportunities

• Monitor our plans and policies

• Analyse data with reference to results, suspensions and inclusion

• Use the school curriculum and assemblies to promote positive role models

**Disability**

The Disability Discrimination Act 2005 defines disability as someone who has a physical or mental impalement which has substantial or long-term adverse effect on his or her ability to carry out “normal day-to-day activities”.

The act places a duty on schools requiring them to:

• Promote equality of opportunity between disabled people and others

• Eliminate discrimination and harassment of disabled people

• Promote positive attitudes

• Take steps to meet needs of disabled people

Moorthorpe Primary will continue to:

• Monitor the Disability Equality Scheme and where there are significant changes report to Governing body

• Revise the scheme every three years

• Consult with disabled users to inform actions

**Gender Equality**

The Gender Equality Duty places a duty on school to:

• Eliminate unlawful discrimination and harassment on the ground of gender

• Promote equality between men and women

Moorthorpe Primary will continue to:

• Eliminate unlawful discrimination

• Promote equality between men and women

• Promote BEAM throughout school

• Offer a gender-neutral school uniform

• Offer a gender-neutral toilet (assessable toilet)

**Community Cohesion** promotes good relations between pupils from different races, faiths and socio-economic backgrounds.

Moorthorpe Primary will continue to:

• Promote respect and tolerance among pupils through the SMSC programme and the RE curriculum.

• Celebrate cultural and religious differences

• Link with local parishes, local schools, local organisations,

Impact Assessment

Impact assessment will be carried out on our policy and practice covering aspects of equality such as race, disability and socio-economic status. We will look for ways to improve practice as well as eliminate discrimination. A range of information will be gathered to help monitor policies and demonstrate progress in relation to equality impact assessments and inclusion.

**Pupils**

We will continue to gather information to carry out equality impact assessments by race and disability with regards to:

• Achievement and progression

• Participation in student council

• Take up of extended school provision and extra-curricular activities

**Staff:**

We will continue to collect the following with regard to disability, race and gender:

• Staff recruitment, retention.

• CPD

• Disciplinary, grievance, competency

Staff live out the school ethos by treating others fairly, equally and with respect and will have due regard to the equality policy.

Staff will endeavour to provide appropriate positive images based on race, gender and disability. They will challenge any incidents that are disrespectful to gender, race, disability or sexual orientation involving pupils or other adults recording serious incidents and draw them to the attention of the Head or Assistant Head using the procedures that are in place within the school.

It should be noted that a racist incident was defined by the Stephen Lawrence Inquiry Report (1999) as: any incident which is perceived to be racist by the victim or any other person.

Publishing the policy

In order to meet the statutory requirements we will publish our plan on the school website

To be ratified by Governors

October 2023