

2015
-18

Equality Schemes

Moorthorpe Primary School



Overarching Statement

- In accordance with our school vision, we will respect the equal human rights of all our pupils and educate them about equalities issues;
- We will also respect the equal rights of our staff and other members of the school community;
- In order to do this, we will comply with relevant legislation and implement school plans in relation to race equality, disability equality and gender equality.

Who is responsible?

The governors are responsible for:

- making sure the school complies with the relevant equality legislation;
- making sure the school Equality Scheme and its procedures are followed;
- meet the reporting requirements

The headteacher is responsible for:

- making sure the school Equality Scheme and its procedures are followed;
- making sure the race, disability and gender equality plans are readily available and that the governors, staff, pupils, and their parents and guardians know about them;
- producing regular information for staff and governors about the plans and how they are working;
- making sure all staff know their responsibilities and receive training and support in carrying these out;
- taking appropriate action in cases of harassment and discrimination, including racist bullying, homophobic bullying and bullying related to gender or disability;
- Both governors and headteacher are responsible for regular monitoring and review of these policies as legally required.

All staff are responsible for:

- dealing with racist, homophobic and other hate-incidents;
- being able to recognise and tackle bias and stereotyping;
- promoting equal opportunities and good race relations;
- avoiding discrimination against anyone for reasons of ethnicity, disability or gender;
- keeping up to date with the law on discrimination;

- taking up training and learning opportunities.
- The headteacher is responsible overall for dealing with reports of hate-incidents.

Visitors and contractors are responsible for knowing, and following, our Equality Scheme.

Race Equality plan 2014

1. Introduction

This plan sets out how Moorthorpe Primary School will work to promote race equality.

This plan addresses our specific duties under the Race Relations (Amendment) Act 2000. It forms part of our general Equality Scheme and also relates to the WMB procedure for reporting racist incidents involving pupils in schools.

2. Monitoring of pupil performance

Pupils will be monitored and regularly assessed, (termly), against their individual and cohort targets. The school will seek to ensure that the gap is narrowed between all groups within the school and that all pupils receive a broad and balanced curriculum in order to fulfil their academic potential.

3. Impact Assessment

The following policies/plans have been assessed in regard to the general duty under the Race Relations (Amendment) Act 2000.

The outcomes of this were:

The following policies/plans are to be assessed over the next three years (2015-2018)

4. How policies and practice are monitored *e.g. employment issues, attainment of Black and minority ethnic (BME) pupils, exclusion?*

Classroom observations, discussions with stakeholders, data analysis

5. How information gathered is used

To ensure the curriculum meets the needs of all pupils regardless of gender, SENd, race

6. Staff development

Through PM reviews, monitoring and SDP issues and development identified and addressed.

7. Annual reporting in relation to the Action Plan will occur as follows the outcomes of this plan will be reported through leadership reports and as part of our in-school monitoring reports.

8. The next race equality plan in 2018 (*3 years from the date of this one*) will build upon this plan's actions, the results of monitoring, and other information.

Signed: M Spink Chair of Governors Date: June 2015

Signed: P Pollard Headteacher Date: June 2015

9. Accessibility Plan, as required by the Special Educational Needs and Disability Act (SENDA) 2001

SEE SEND plan and accessibility plan (2015-16)

10. How policies and practice are monitored (e.g. *employment issues, attainment of disabled pupils*)

Discussions with staff and pupils, data analysis, classroom observations, monitoring by SENCO

11. How information gathered is used

To ensure that all pupils regardless of gender, SENd are making at least good progress.

12. Staff development

PM reviews, target setting, CPD, SDP

13. Annual reporting in relation to the Action Plan will occur as follows - to GB each year

14. The next disability equality plan in 2018 (*3 years from the date of this one*) will build upon this plan's actions, the results of monitoring, and other information.

Signed: M Spink Chair of Governors

Date: June 2015

Gender Equality Plan 2014

1. Introduction

This plan sets out how Moorthorpe Primary School will work to promote gender equality.

This plan addresses our specific duties under the Equality Act 2006 and forms part of our general equality scheme.

2. Involvement of Stakeholders

The SLT wrote the scheme. They consulted with stakeholders and took account of relevant information in order to determine its gender equality objectives.

(3. Gender monitoring of pupil performance)

The outcomes of this were: See data analysis of pupil performance across school, ROL data and pupil profile information form LA

The following policies/plans are to be assessed within the next 3 years.

4. Impact Assessment

The following policies/plans have been assessed in regard to the general duties under the Equality Act 2006.