

MARLFIELDS PRIMARY ACADEMY

Equality Policy

Policy Author (s)	Mrs S Isherwood
Responsible Committee	Resources
Date discussed at SLT Meeting	
Date discussed at Staff Consultation meeting	
Date reviewed and approved by Committee	08 May 2024
Full Governors Meeting	26 June 2024
Chair of Governors	Mrs. M. Gartside
Frequency of Review	Review in the light of changes to legislation or operating experiences Or within one year of approved date from Full Governors Meeting
Review Month	April
Academy Website	Yes

Statement of Intent

At Marlfields Primary Academy, we are dedicated to developing the full potential of all, with focus on the individual and allowing pupils to grow in a pleasant and friendly atmosphere.

We believe that all children have the right to be included in all aspects of school life. As such we strive to enrich the lives of the children in our school by promoting and celebrating community cohesion as well as valuing the individual. We tailor our curriculum to encourage lifelong learning, real life skills and equality for all learners. As such the school is recognised as being a Flagship School for Inclusion.

We are committed to anti-discriminatory practice to promote equality and valuing diversity for all children and families. Our duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Age
- Disability
- Race, colour, nationality or ethnicity
- Sex
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership

Marlfields Primary aims to promote pupils' moral, social, spiritual and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity. We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school.

This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.

- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

At Marlfields Primary our engaging broad and balanced curriculum keeps the school's vision at its heart. We believe it is the entitlement of all our pupils to: open their minds, find interests, talents, thrive in their learning, strive for excellence and develop a life-long love of learning. As an IQM flagship school our inclusive curriculum is accredited for challenging and engaging all our learners.

Challenging and controversial concepts will be delivered in a way that prevents discrimination, and instead promotes inclusive attitudes. Marlfields Primary Academy does not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through a thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

At Marlfields Primary Academy our pupils are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school.
- Treat other members of the school unfairly.

The school's employee's will:

- Promote diversity equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

The Legal Framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- The Special Educational Needs and Disability Regulations 2014
- Education and Inspections Act 2006
- Equality Act 2010
- Equality Act 2010 (Specific Duties) Regulations 2011
- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- Public Sector Equality Duty (PSED)
- Data Protection Act 2018
- The UK General Data Protection Regulation (UKGDPR)

This policy also has due regard for non-statutory guidance, including the following:

- DfE (2014) 'The Equality Act 2010 and schools'

This policy operates in conjunction with the following school policies:

- Admissions Policy
- Complaints Procedures
- Equality and Diversity Policy (Staff)
- GDPR and Privacy Notice Policy

The Equality Act 2010 provides a modern, single legal framework with three broad duties:

- Eliminate discrimination harassment and victimisation
- Advance equality of opportunity
- Foster good relations

For the purpose of this policy, the Equality Act 2010 will be referred to as 'the Act'.

Marlfields Primary Academy fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities.

Protected characteristics, under the Act, are as follows:

- Age
- Disability
- Race, colour, nationality or ethnicity
- Sex
- Gender reassignment
- Maternity and pregnancy
- Religion and belief

- Sexual orientation
- Marriage and civil partnership

The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions.
- In the way it provides education for pupils.
- In the way it provides pupils access to any benefit, facility or service.
- By excluding a pupil or subjecting them to any other detriment.

The responsible body for the school is the governing board.

The school's liability not to discriminate, harass or victimise does not end when a pupil has left the school, but will apply to subsequent actions connected to the previous relationship between school and pupil, such as the provision of references on former pupils or access to "old pupils" communications and activities.

Principles and aims

We see all learners and potential learners, and their parents, as of equal value, regardless of any protected characteristic.

Our policies, procedures and activities will not discriminate but must nevertheless take account of differences in life-experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.

Marlfields Primary Academy will promote race equality and have due regard to eliminating unlawful racial discrimination, promoting equality of opportunity and good relations between people of different racial groups.

Marlfields Primary Academy will promote disability equality, ensuring equality of opportunity, eliminating unlawful discrimination and disability-related harassment and encouraging participation by disabled people in public life.

Marlfields Primary Academy will promote gender equality by eliminating unlawful discrimination and harassment and promote the equality of opportunity for all.

Marlfields Primary Academy is opposed to all forms of prejudice and recognises that children and young people who experience any form of prejudice-related discrimination may fare less well in the education system.

Marlfields Primary Academy will ensure that all staff comply with the appropriate equality legislation and regulations.

The school's Admissions Policy will not discriminate against any protected characteristic in any way.

The school will:

- Ensure staff are aware of their responsibilities, given necessary training and support, and report progress to the governing board.
- Ensure that the recording and reporting of equality and diversity is sufficiently scrutinised.
- Foster positive attitudes and relationships, a shared sense of cohesion and belonging, and ensure this is promoted in our policies, procedures and activities.
- Reduce and remove inequalities and barriers that already exist.
- Engage with a range of groups and individuals to ensure that those who are affected by a policy, procedure or activity are consulted and involved in the design of new policies, and in the review of existing ones.
- Ensure staff promote an inclusive and collaborative ethos in the school, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, and showing appropriate support for pupils with additional needs, maintaining a good level of awareness of issues surrounding equality.
- We will take reasonable and necessary steps to meet pupils' needs by using a variety of approaches and planning reasonable adjustments for disabled pupils, enabling our pupils to take as full a part as possible in all the activities of the school.
- Staff will ensure that the curriculum is accessible to all pupils with special educational needs and disabilities (SEND) or those for whom English is not their first language. Auxiliary aids and services will be provided for them, where reasonable adjustments are required. By planning ahead, staff will ensure that all pupils are able to take part in extra-curricular activities and residential visits, and the school will monitor the update of these visits to ensure no one is disadvantaged on the grounds of a protected characteristic.

Roles and responsibilities

Governing Body

- Ensure that the school complies with equality-related legislation and regulations.
- Ensure that the policy and its procedures are implemented by the Principal
- Ensure all other school policies promote equality
- Give due regard to the Public Sector Equality Duty when making decisions
- Ensure that the equality objectives are published every four years
- Evaluate and review the policy and ensure information is published annually to demonstrate compliance with the Equality Duty

Principal

- Implement this policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their induction and CPD.
- Ensure that all parents, visitors and contractors are aware of, and comply with, the provisions of this policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance.
- Produce an annual report on the progress of implementing the provisions of this policy and report it to the governing board.

All Staff

- Enact the policy, its commitments and procedures, and their responsibilities associated with this policy.
- Deal with bullying and discriminatory incidents, and know how to identify and challenge prejudice and stereotyping
- Promote equality and good relations, and not discriminate on any grounds
- Attend such training and information opportunities as necessary to enact this policy and keep up to date with equality legislation
- To be models of equal opportunities through their words and actions.

Pupils

- Refrain from engaging in discriminatory behaviour or any other behaviour that contravenes this policy
- Report any incidences of bullying or harassment, whether to themselves or to others, to the class teacher or to another member of staff.

Parents and Visitors

- Be aware of, and comply with this policy
- Refrain from engaging in discriminatory behaviour (for example racist language) on school premises

Equality objectives 2022-2026

Marlfields Primary Academy is committed to promoting the welfare and equality of all. To achieve this, the school has established the following objectives aligned with the School Development Plan Objective 3:

Our school is a valued community where children are empowered to become active global citizens and learners.

Pupils experience a positive and supportive environment without exception ensuring there is consistent and robust use of behaviour policies, including Anti-Bullying & e-safety and school values, so that it maintains and improves further whole school ethos and behaviour.

- To embed a positive and supportive environment to all without exception
- To ensure that School Values and Behaviour specific assemblies/weeks are timetabled throughout the year, developing pupil knowledge of equality and diversity
- All staff assess CPD/training needs and evidence staff training for equality and diversity

Marlfields Primary Academy will update and publish its equality objectives at least every four years.

Equality Information

Collecting and using information

In accordance with the requirements outlined in the Data Protection Act 2018, personal data will be lawfully collected and processed in line with the principles and practices outlined in the Data Protection Policy and only for specified, explicit and legitimate purposes, e.g. to comply with the school's legal obligations.

The school will collect equality information for the purpose of:

- Identifying key issues
- Assessing performance, e.g. benchmarking against similar organisations locally or nationally.
- Taking action

Publishing information

Marlfields Primary Academy will publish information to demonstrate its compliance with the Act.

Marlfields Primary Academy will update its equality objectives at least every four years and publish on the school website.

The school will publish information on the school website every year which will show the progress made towards the achievement of the equality objectives.

Monitoring and review

The Principal will review this policy annually, to ensure that all procedures are up-to-date.

The policy will be monitored and evaluated by the Principal and governing board including:

- The use of attainment data
- Ofsted inspection judgements on equality and diversity
- Incident records related to harassment and bullying