

## Single Equality Policy

Our school is committed to the equal treatment of all pupils and staff and its policy is to work towards eliminating disadvantages for all pupils and staff. We believe that this policy should be a live document which results in review and positive action.

### Values

At Brookwood, our ethos and values are integral to what we do. These are encapsulated in our Brookwood Six, which form the basis of the behaviours we encourage from staff and children alike. These are:

- Try my best to help myself and others learn
- Be kind, respectful and polite to everyone
- Listen and follow instructions
- Care for the school's and other people's property
- Keep myself and others safe
- Tell the truth

Our Brookwood 6, builds resilience and a sense of self, and community responsibility. It has its foundations in the United Nations-recognised Golden Rule bridging nationalities, creeds and colours - "Do unto others as you would have them do unto you".

### Background

The Equality Act 2010 introduced a single Public Sector Equality Duty which applies to all public sector bodies including schools. This Act provides a single, consolidated source of discrimination law and replaces all existing equality legislation.

The Act also provides some changes and requires all public bodies to have a 'duty to promote equality' and to have 'due regard' for the need to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relationships across all groups: between those who share a protected characteristic and those who do not.

'Protected groups' refers to:

- Race
- Disability
- Gender
- Gender reassignment
- Age (in relation to employees)
- Religion or belief
- Sexual orientation
- Pregnancy and maternity (including pupils)

At Brookwood Primary School we consider that it is our duty to take all of these groups into account.

Specific duties under the Public Sector Equality Duty (PSED):

- Publish information to show how the school is complying with PSED

- Publish evidence of the equality analysis undertaken
- Publish details of engagement undertaken with interest groups
- Prepare and publish equality objectives.

## **Philosophy**

- We recognise, respect and welcome diversity and celebrate the wide range of cultures within our school.
- We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
- All members of our community are of equal value.
- Admission to our community is non-discriminatory.
- We aim to reduce and remove any inequalities that exist
- We consult widely, both within our community and outside it.
- We are part of the wider community and that community should benefit too.

## **Action plan**

The School Development Plan is reviewed, revised and updated each year. In order to satisfy our legal obligation to comply with the PSED we will publish at least one equality objective which will be reviewed and updated annually.

Our philosophy and values will be applied specifically as follows:

- Learners' progress, attainment and assessment
- Learners' personal development, welfare and well-being
- Teaching styles and strategies
- Admissions and attendance
- Staff recruitment, retention and professional development
- Care, guidance and support
- Behaviour, discipline and exclusions
- Working in partnership with parents, carers and guardians
- Working with the wider community
- Accessibility to our site and curriculum

## **Addressing prejudiced related bullying and harassment**

This is specifically addressed via the Bourne Education Trust's Code of Conduct and Whistleblowing policies (for employees) and our school Behaviour and Anti-Bullying policies (for children). These policies are available on the school website.

Racial incidents are addressed as they occur in accordance with our policies, and then logged and reported to Surrey County Council annually in compliance with our statutory duty.

Bullying incidents are logged and serious incidents resulting in exclusions are reported to school governors.

Issues relating to prejudice, diversity and bullying are addressed within the Personal and Social Education curriculum and via the school's values system – the Brookwood Six.

## **Roles and Responsibilities**

The Local Governing Body is responsible for:

- Ensuring that the school complies with legislation and that this policy and its related procedures and strategies are implemented.
- Appointing the Curriculum and Pupil Wellbeing Committee of the Local Governing Body to have a watching brief regarding the implementation of this policy.
- Ratifying at least one equality objective each year.

The Headteacher is responsible for:

- Implementing the policy
- Ensuring that we publish at least one equality objective which forms part of the School Development Plan and that it is reviewed and updated annually.
- Ensuring all staff are aware of the values and ethos of the school and their responsibilities and are given appropriate training and support.
- Taking appropriate action in any cases of unlawful discrimination.

The School Business Manager is responsible for:

- Reviewing the policy on a three yearly basis
- Ensuring that the policy is available to staff, carers and governors on the school website
- Ensuring that the annual equality objective is published on the school website each year.

All staff are responsible for:

- Promoting an inclusive and collaborative ethos within our school
- Dealing with any prejudice or bullying that occurs in line with school policies
- Identifying and challenging bias and stereotyping in the curriculum and associated resources.
- Supporting pupils and carers within school for whom English is an additional language
- Keep up to date with the law and include training and learning opportunities as part of their continuous professional development.

## **Staff development and training**

We ensure that all members of staff receive planned and appropriate training and access to opportunities for continuous professional development both as individuals and as groups or teams. We aim to respond rapidly and appropriately to specific needs as they change and develop.

## **Monitoring and evaluation**

- We collect, study and use quantitative and qualitative data relating to the implementation of this policy and make adjustments as necessary (see Appendix).
- We specifically collect, analyse and use data in relation to pupil achievement broken down as appropriate according to disabilities and special educational needs, ethnicity, culture, language, religious affiliation, national origin and national status. Gender and any other protected group in compliance with our data and child protection policies.
- We frequently review good practice and we make use of a range of auditing schedules and examples of good practice from elsewhere.
- We publish information and data required by the Equalities Act 2010 within the school's Self Evaluation Framework (SEF).
- The School Development Plan is regularly monitored and reviewed with governors as part of the regular school cycle
- School objectives, reports and policies that relate to our Public Sector Equality Duty are published on our school website.

## Appendix – Published documents

Document	Available to	Available where
Analyse School Performance national data	SLT / Governors	Analyse School Performance website
Single Equality Policy	All	School website
Behaviour policy	All	School website
Anti-bullying policy	All	School website
Safeguarding and child protection policy	All	School website
Accessibility policy	All	Bourne Education Trust website
Curriculum information	All	School website
Recruitment and Selection policy	All	Bourne Education Trust website
Use of Pupil Premium	All	School website
Self-Evaluation Form	SLT / Governors	Governor section of school website
Assemblies	Staff / pupils	Assembly programme
Brookwood Six	All	School website
Exclusion data	SLT / Governors	Governor minutes / statutory returns
Data Protection Policy	All	Bourne Education Trust website

Policy to be reviewed annually during the Autumn term.

Next review date: Autumn 2019