



ALL SAINTS C. E. PRIMARY SCHOOL
Bishops Avenue Fulham London SW6 6ED

Tel 020 7736 2803 Fax 020 7736 2350
www.allsaintsce.lbhf.sch.uk

Head Teacher
Chair of Governors

Carol Gray
Julia Loizou

Equality Information Policy and Objectives

Area:

Approved by:
Date:

PPC
Autumn 2019

Review Date:

Autumn 2022

Julia Loizou



AIMS AND OBJECTIVES OF THIS POLICY

All Saints School follows the Equality Act 2010, which introduces the public sector equality duty and protects people from discrimination; and the Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives. This document is also based on Department for education (DfE) guidance: The equality Act 2010 and schools.

At All Saints, we aim to create a positive learning environment-within a strong Christian ethos-where all children's needs and views are valued and no child is disadvantaged by race, class, gender or disability. We aim to raise achievement; share high expectations of ourselves and our pupils and involve parents in their child's education. We aim to support all staff in carrying out their roles effectively.

Our Equality Policy aims to ensure that we:

- 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.

EQUAL OPPORTUNITIES STATEMENT

All Saints School actively opposes any form of discrimination in terms of race, religion, belief, disability, age, gender, sexual orientation or marital status. We believe that equal opportunity is at the heart of good educational practice and will challenge any form of discrimination. All staff and governors are responsible for ensuring that we implement this policy.

CONTENT

Roles and Responsibilities

- The Headteacher has overall responsibility for quality within the school
- All staff have responsibility to work towards the school's equality objectives

The Headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

The governing body will:

- Receive a termly update from the Headteacher and other relevant staff members, discussing strengths and successes, any issues and how these are being addressed on a termly basis
- Ensure they are familiar with relevant legislation and the contents of this document
- Identify representation to attend appropriate equality and diversity training

Eliminating discrimination

All Saints is aware of its obligations under equality Act 2010 and complies with non-discrimination provisions. Staff and Governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. When this has been discussed during a meeting it is recorded in the meeting minutes.

The Headteacher is the designated member of staff for monitoring equality issues and reports to the governing body. Senior leaders and staff are made aware of any findings and actions required.

ADVANCING EQUALITY OF OPPORTUNITY

As set out in the DfE guidance on the Equality Act, All Saints aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic (e.g pupils with disabilities, or pupils who are subjected to homophobic bullying)
- Taking steps to meet the needs of people who have a particular characteristic (e.g providing prayer opportunities for Muslim pupils)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g encouraging all pupils to be involved in the full range of school clubs)

To fulfill this aspect of the duty All Saints will:

- Scrutinise attainment data on a termly basis showing how pupils with different characteristics are performing; determine strengths and areas for improvement and make adjustments in response
- Make evidence available identifying improvements for specific groups (e.g declines in incidents of homophobic or transphobic bullying)
- Identify any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

FOSTERING GOOD RELATIONS

All Saints aims to foster good relations between all stakeholders by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through various aspects of the curriculum. This includes the RE scheme of work, PSHE and geography.
- Promoting understanding and good relations through collective worship and assemblies dealing with relevant issues.
- Using, supporting and working with the local community.
- Developing links with people and groups who have specialist knowledge about particular characteristics, to help inform and develop our approach (including the LA's prevent Strategy team)

EQUALITY CONSIDERATIONS IN DECISION MAKING

The school ensures that it has due regard to equality consideration whenever significant decisions are made. The school always considers the impact of significant decisions on different groups. For example, when a school trip or enrichment activity is planned, the school considers whether the trip:

- Is accessible to all pupils and accompanying adults
- Has equivalent facilities for boys and girls
- Needs additional staff to ensure equal access

MONITORING

- The PPC will review the equality information we publish, on a yearly basis.
- The governors will review this policy every four years (or sooner if significant changes need to be made in line with national guidance or legislation).

EQUALITY OBJECTIVES FROM SEPTEMBER 2019 – SEPTEMBER 2022

Objective 1: To ensure that staff with disabilities feel supported by the school and ensure that any disadvantages they experience are addressed.

Reason for this objective: To support members of staff with disabilities and promote a high level of care and concern.

We will: Ask all staff if they consider themselves to have a disability; ask how they feel they are supported and if necessary, make adjustments to improve well-being of identified members of staff.

Progress we are making towards this objective:

Objective 2: To ensure a high level of respect for different cultures, religions and family experiences and backgrounds.

Reason for this objective: to ensure a cohesive school family, counteracting local, national and global negative events and beliefs;

We will : Re-evaluate school vision and values; use RE and collective worship positively to promote respect, tolerance and understanding; tackle any offensive, derogatory or discriminatory language, behavior or actions; use any occurrences as teaching points (involving parents and carers) and education staff members.

Progress we are making towards this objective;

Objective 3: To report all discrimination to the governing body on a termly basis

Reason for this objective: to ensure that all discrimination is reported to the governing body and actions taken as required.

We will : Embed the use of new reporting technology software (CPOMS); include reports of all discrimination; share ideas to tackle discrimination, report on success, actively respond to any local, national and global triggers.

Progress we are making towards this objective:

