

# Thomas Jones Primary School

## Single Equality Policy 2016-2020

The Governing Body of Thomas Jones School adopted this Single Equality Policy on 28<sup>th</sup> November 2016. Progress against the Equality Objectives set out in the policy will be reviewed annually and the entire document will be reviewed on a four year cycle.

### 1. Objectives

At Thomas Jones School, we are committed to ensuring equality of education and opportunity for all children, staff, parents and carers, irrespective of race, gender, disability, faith or socio-economic background.

We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life. The achievement of pupils is monitored by race, gender, socio-economic background and disability and we use this data to support pupils, raise standards, ensure inclusive teaching and make sure that all groups of pupils are achieving well. We tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all.

The Thomas Jones school community is incredibly diverse:

*'The percentage of pupils known to be eligible for free school meals stands at 52.9% (RAISEonline) compared with 26.0% nationally. This puts Thomas Jones in the 20% of schools with the highest FSM nationally. The school's deprivation indicator is 0.43 compared with 0.24 nationally (RAISEonline). When employing IDACI deciles, 52% of the school community is drawn from the 10% most deprived wards nationally, with the 4% highest crime rate (LA data).*

*90.6% of pupils come from an ethnic minority background (RAISEonline), placing Thomas Jones amongst the highest 4% nationally.*

*RAISEonline records the percentage of pupils speaking English as an additional language to be 67.2%. Current school data analysis (February 2016) shows the percentage of pupils speaking English as an additional language to be 71.2%.*

*With regard to religion, 61% of pupils are Muslim, 26% Christian and 13% of families identified themselves as being from a non-faith background. (School data analysis - see document 'Religions at Thomas Jones')*

*Fourteen pupils at Thomas Jones have a statement of Special Educational Needs or an Education Health Care Plan (6.1% of the roll). This compares with 1.3% nationally and 2.4% across the Royal Borough of Kensington and Chelsea. There are 36 pupils who receive special educational needs support at Thomas Jones in 2015, representing 15.3% of the roll.'*

*School Evaluation Document 2016*

We aim to celebrate this diversity of our school community, recognising this as a strength of the school.

We have a strong history of ensuring that all children achieve to national standards and above, irrespective of background, race, gender or disability.

*'The achievement of all groups of pupils at Thomas Jones is outstanding, including those with SEN and those for whom the pupil premium provides support. Each of the nationally monitored groups (gender, free school meals, different starting points, speakers of English as an additional language, special educational needs and disabilities) has (consistently) exceeded the average point score nationally.'*

*School Evaluation Document 2016*

Our Equality Objectives will be drawn up every four years and we will annually publish information demonstrating how we are meeting the aims of the general public sector equality duty, in line with The Equality Act 2010.

The three main aims of the general equality duty are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

The 9 protected characteristics identified in the Equality Act 2010 are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation

## **2. Ensuring equality in policy and practice**

As well as the specific actions set out within this policy the school will operate equality of opportunity in its day-to-day practice in the following ways, to ensure equality of opportunity for children and adults under all protected characteristics:

### **2.1 Teaching and learning**

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, we will:

- Use contextual data to improve the ways in which we provide support to individuals and groups of pupils

- Monitor achievement data by ethnicity, gender and disability and action any gaps
- Take account of the achievement of all pupils when planning for future learning and set challenging targets accordingly
- Ensure equality of access for all pupils and prepare them for life in a diverse society
- Use materials that reflect the diversity of the school, population and local community in terms of race, gender and disability, without stereotyping
- Promote attitudes and values that will challenge racist and other discriminatory behavior or prejudice
- Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- Seek to involve parents/carers in supporting their child's education
- Encourage classroom and staffroom discussion of equality issues which reflect on social stereotypes, expectations and the impact on learning
- Include teaching and classroom based approaches appropriate for the whole school population, which are inclusive and reflective of our pupils

## **2.2 Admissions and exclusions**

Our admissions arrangements are fair and transparent, and do not discriminate on race, gender, disability or socio-economic factors.

Exclusions will always be based on the school's Positive Behaviour Policy and implemented fully in line with Government guidelines; Exclusion from maintained schools, Academies and pupil referral units in England, DfE, 2012. We will closely monitor exclusions to avoid any potential adverse impact and ensure any discrepancies are identified and dealt with. All principles of Government and Local Authority guidelines will be followed to ensure no undue discrimination has occurred.

## **3. Equal Opportunities for Staff**

At Thomas Jones school we are committed to ensuring equality in all aspects of staffing and employment.

All staff appointments and promotions (including pay increases) are made on the basis of merit and ability and are in compliance with the law. The school adopts a cyclical appraisal programme to monitor this.

### **3.1 Employer duties**

As an employer we aim to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.

We monitor recruitment and retention. Equality aspects including the 9 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation are considered when appointing staff and particularly when allocating Teaching and Learning Responsibilities (TLR) or re-evaluating staff structures, to ensure decisions are free of discrimination in line with the Equality Act 2010.

We ensure equality of continued professional development opportunities for all staff.

We take seriously any allegations of discrimination against staff members and have the appropriate measures in place to record and deal with any incidents of discrimination that may occur. All allegations are directed to the Head teacher for further action. We can then complete incident reports and return these to the Local Authority each month.

#### **4. Equality and the law**

There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations (Amendment) Act (2000), Disability Equality Duty (2005), Gender Equality Duty (2006) and the Equality Act (2010).

Day to day practice and policy ensures equality of opportunity for all and takes account of the protected characteristics.

The Equality Objectives at the end of this Single Equality Policy outline the actions Thomas Jones school will take to meet the pertinent general duties for our school detailed below.

##### **4.1 Race Equality**

This section of the plan reflects the duties of schools as detailed in The Race Relations Act 1976 and as amended by The Race Relations (Amendment) Act 2000.

##### **Legal duties**

The General Race Equality Duty requires us to have due regard to the need to:

- Eliminate racial discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial groups

Under our specific duty we will:

- Prepare and publish our Equality Policy and Equality Objectives every four years and review these annually, publishing information to demonstrate how we are meeting the aims of the general public sector equality duty
- Ensure Equality Objectives cover requirements under The Race Relations Act 1976 and as amended by The Race Relations (Amendment) Act 2000, identifying race equality goals and actions to meet these
- Review and revise this Scheme every four years
- Assess and monitor the impact of this policy and the Equalities Objectives, on pupils, staff and parents/carers with a particular focus on the achievement of minority ethnic groups

##### **4.2 Disability Equality**

This section should be read in conjunction with the school's Special Educational Needs and Disabilities Policy and the school Accessibility Plan.

##### **Definition of disability**

The Disability Discrimination Act 2005 (DDA) defines a disabled person as someone who has ‘a physical or mental impairment which has a substantial or long-term adverse effect on his or her ability to carry out normal day-to-day activities’.

The DDA 2005 has also extended the definition of disability as follows:

- People with HIV, multiple sclerosis and cancer (although not all cancers) are deemed disabled before they experience the long-term and substantial adverse effect on their activities
- Section 18 has been amended so that individuals with a mental illness no longer have to demonstrate that it is “clinically well-recognised”, although the person must still demonstrate a long-term and substantial adverse impact on his/her ability to carry out normal day-to-day activities

### **Legal duties**

The Disability Discrimination Act (DDA) 2005 placed a general duty on schools, requiring them to have due regard for the following when carrying out and delivering services:

- Promoting equality of opportunity between disabled people and other people
- Eliminating discrimination and harassment of disabled people that is related to their disability
- Promoting positive attitudes towards disabled people
- Encouraging participation in public life by disabled people
- Taking steps to meet disabled people’s needs, even if this requires more favourable treatment

Under our specific duty we will:

- Prepare and publish our Equality Policy and Equality Objectives every four years and review these annually, publishing information to demonstrate how we are meeting the aims of the general public sector equality duty
- Ensure Equality Objectives cover the requirements for a Disability Equality Scheme, identifying our disability equality goals and actions to meet these
- Review and revise this Scheme every four years

## **4.3 Gender Equality**

The Gender Equality Duty 2006 places a general and specific duty on schools to eliminate unlawful discrimination and harassment on the grounds of gender and to promote equality of opportunity between female and male pupils and between women and men and transgender people.

### **Legal duties**

Under our general duty we will actively seek to:

- Eliminate unlawful discrimination and harassment on grounds of sex and gender reassignment
- Promote equality between males and females

Under our specific duty we will:

- Prepare and publish our Equality Policy and Equality Objectives every four years and review these annually, publishing information to demonstrate how we are meeting the aims of the general public sector equality duty
- Ensure Equality Objectives cover requirements under the Gender Equality Duty 2006, identifying gender equality goals and actions to meet these
- Review and revise this Scheme every four years

#### **4.4 Community Cohesion**

The Education and Inspections Act 2006 inserted a new section 21(5) to the Education Act 2002, introducing a duty on the governing bodies of state schools to promote community cohesion. Community cohesion encompasses promoting good relations between pupils from different races, faiths/beliefs and socio-economic backgrounds. The duty came into force on 1 September 2007.

##### **Legal duties**

Under our general duty we will actively seek to:

- Promote good relations between pupils, families and staff of different races, faiths/ beliefs and socio-economic backgrounds
- Promote equality between different equality groups

Under our specific duty we will:

- Prepare and publish our Equality Policy and Equality Objectives every four years and review these annually, publishing information to demonstrate how we are meeting the aims of the general public sector equality duty
- Ensure Equality Objectives cover requirements under the Education and Inspections Act, identifying community cohesion equality goals and actions to meet these
- Review and revise this Scheme every four years

#### **5. Consultation and Involvement**

It is a requirement that the development of this policy and the Equality Objectives have been informed by the input of staff, children and parents/carers. We have used the following to shape the plan:

- Feedback from our parent consultation
- Feedback from pupils through pupil surveys, regular school evaluations and more specific input from school councilors
- Input from the leadership team, deputy and head
- Input from governors including parent and school governors
- Input from staff through staff meetings/ INSET
- Issues raised in annual reviews or reviews of progress on Support Plans

#### **6. Roles and Responsibilities**

##### **6.1 The role of governors**

- The governing body has set out its commitment to equal opportunities in this policy and it will continue to do all it can to ensure that the school is fully inclusive to pupils, and responsive to their needs and the needs of all staff based on the 9 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation, in line with the Equality Act 2010.
- The governing body seeks to ensure that people are not discriminated against when applying for jobs at our school on grounds of race, gender or disability.
- The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities, and also strive to make school communications as inclusive as possible for parents, carers and pupils- see Accessibility Plan, Accessibility Objectives.
- The governors welcome all applications to join the school, whatever a child's socio-economic background, race, gender or disability.
- The governing body ensures that no child is discriminated against whilst in our school on account of their race, sex or disability.

## **6.2 The role of the Head teacher**

- It is the Head teacher's role to implement the school's Equality Policy and Equality Objectives and he is supported by the governing body in doing so.
- It is the Head teacher's role to ensure that all staff are aware of the Equality Policy and Equality Objectives, and that teachers apply these guidelines fairly in all situations.
- The Head teacher ensures that all appointment panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.
- The Head teacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people and equal opportunities to participate in all aspects of school life.
- The Head teacher treats all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, with due seriousness.

## **6.3 The role of all staff: teaching and non-teaching**

- All staff ensure that all pupils are treated fairly, equally and with respect, and will maintain awareness of the school's Equality Policy and Equality Objectives.
- All staff will strive to provide material that promotes positive images based on race, gender and disability, and challenges stereotypical images.
- All staff will challenge any incidents of prejudice or racism, and record any serious incidents, drawing them to the attention of the deputy and head teacher.
- Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any discriminatory incidents.

## **7. Tackling discrimination**

Harassment on account of race, gender or disability is unacceptable and is not tolerated within the school environment.

All staff are expected to deal with any discriminatory incidents that may occur. They are expected to know how to identify and challenge prejudice and stereotyping; and to support the full range of diverse needs according to a pupil's individual circumstances.

Racist incidents and other incidents of harassment or bullying are dealt with by the member of staff present, escalating this to a class teacher/deputy head teacher where necessary. All incidents are reported to the head teacher and racist incidents are reported to the Governing body on a termly basis and escalated to the Local Authority as needed.

### **7.1 What is a discriminatory incident?**

Harassment on grounds of race, gender, disability or other factors such as socio-economic status, can take many forms including verbal or physical abuse, name calling, exclusion from groups and games, unwanted looks or comments and jokes.

A racist incident is defined by the Stephen Lawrence Inquiry Report (1999) as: 'any incident which is perceived to be racist by the victim or any other person.'

### **Types of discriminatory incident**

Types of discriminatory incidents that can occur are:

- Physical assault against a person or group because of their colour, ethnicity, nationality, disability or gender
- Use of derogatory names, insults and jokes
- Racist or sexist graffiti
- Provocative behaviour such as wearing racist or sexist badges or insignia
- Bringing racist, sexist or discriminatory material into school
- Verbal abuse and threats
- Incitement of others to discriminate or bully due to victim's race, disability or gender
- Racist, sexist or discriminatory comments in the course of discussion
- Attempts to recruit others to discriminatory organisations and groups
- Ridicule of an individual for difference e.g. food, music, religion, dress etc.
- Refusal to co-operate with other people on grounds of race, gender or disability
- Written derogatory remarks

### **Responding to and reporting incidents**

It is clear to pupils and staff how to report any incidents. All staff, both teaching and non-teaching, should view dealing with incidents as vital to the well-being of the whole school.

As soon as any incident is reported it is investigated fully, with an incident form completed, and is reported to both the victim's and the perpetrator's family. The school then decide what action should be taken next in terms of teaching and learning.

An incident form should be completed and the incident should be reported to the Governing body.

## **8. Review of progress and impact**

This policy has been agreed by the Governing body. At Thomas Jones school we have a rolling programme for reviewing our school policies and their impact. In line with legislative requirements, we will review progress against our Equality Objectives set out

within our Single Equality Policy annually and review the entire policy and accompanying Equality Objectives on a four year cycle.

We make regular assessments of pupils' learning and use this information to track pupil progress. As part of this process, we regularly monitor achievement by ethnicity, gender and disability alongside socio-economic factors to ensure that all groups of pupils are making the best possible progress, and take appropriate action to address any gaps at the earliest opportunity.

**Emma Jones**

**October 2016**