



Elm Tree
Primary Academy

EQUALITIES POLICY
2022-26

Monitor and Review

Every four years, we will review our objectives in relation to any changes in our school profile.

Date to be reviewed: Sep 26

Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees only),
- disability
- race (includes ethnic or national origins, colour or nationality)
- gender (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief (includes lack of belief)
- sexual identity
- Marriage and Civil Partnership (for employees)

We recognise our duty under the Education and Inspections Act 2006 to promote community cohesion.

We understand that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations we will:

- recognise and respect diversity;
- foster positive attitudes and relationships, and a shared sense of belonging;
- observe good equalities practice, including staff recruitment, retention and development;
- aim to reduce and remove existing inequalities and barriers;
- consult and involve widely;
- strive to ensure that society will benefit.

Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the local authority using their guidance material. The local authority may provide some support.

Responsibility

We believe that promoting Equality is the whole schools responsibility:

School Community	Responsibility
Local Governance	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these.
Head Teacher	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensure that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Senior Management Team	To support the Head as above Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.

Teaching staff	<p>Help in delivering the right outcomes for pupils.</p> <p>Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.</p> <p>Design and deliver an inclusive curriculum</p> <p>Ensure that you are aware of your responsibility to record and report prejudice related incidents.</p>
Non Teaching Staff	<p>Support the school and the governing body in delivering a fair and equitable service to all stakeholders</p> <p>Uphold the commitment made by the head teacher on how pupils and parents/carers can be expected to be treated</p> <p>Support colleagues within the school community</p>
School Community	Responsibility
	<p>Ensure that you are aware of your responsibility to record and report prejudice related incidents</p>
Parents	<p>Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these</p> <p>Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.</p>
Pupils	<p>Supporting the school to achieve the commitment made to tackling inequality.</p> <p>Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.</p>

Local community members	<p>Take an active part in identifying barriers for the school community and then informing the governing body of actions that can be taken to eradicate these</p> <p>Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.</p>
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Equality objectives Objective

1: Ensure that the promotion of racial equality is included in all our development planning and through all of our policies

Why we have chosen this objective: to ensure all members of our community are considered at all times

To achieve this objective we plan to: ensure that all policies have due regard to this area

Objective 2: Show respect for cultural diversity through teaching and learning processes that reflect the ethnic diversity of all of our Trust schools and our society

Why we have chosen this objective: To promote diversity and tolerance within our school community

To achieve this objective we plan to: ensure planning, lessons and activities raise awareness and understanding of the diverse nature of our community

Objective 3: Ensure that our procedures for recruitment, admissions, attendance, exclusion and discipline are fair and do not discriminate against any ethnic group

Why we have chosen this objective: to ensure that the school population reflects the ethnic mix of its community

To achieve this objective we plan to: ensure that there is no discrimination and pay due regard to admissions policies and monitor recruitment processes carefully

Objective 4: Work to eradicate any inequalities in progress and attainment between different ethnic groups

Why we have chosen this objective: to ensure all children have every opportunity to make the best possible progress irrespective of their ethnicity

To achieve this objective we plan to: Support the development of high levels of self-esteem and seek to support, engage and motivate all pupils, and to identify and remove any barriers to learning.

Complaints

Complaints with regard to this policy will be dealt with via the schools complaints procedure, a copy of which is available from the school office or via the school or Victoria Academies Trust website.