

HOLDEN LANE PRIMARY SCHOOL



Equality Policy

Mrs M Condliffe (SENCo)

Review of this policy is ongoing and reported on annually.
Objectives are reviewed every four years.

Equality Policy

Document purpose

This policy reflects the duties set out in the Equality Act 2010. In order to meet our general duties, the law requires us to carry out some specific duties to demonstrate how we meet the general duties.

- Publish equality information
- Prepare and publish equality objectives

Aims

At Holden Lane Primary School we will make the necessary provision for any pupil, parent, carer and members of staff to take part in all aspects of school life. We are committed to eliminating discrimination and harassment, advancing equality of opportunity and fostering good relationships.

In fulfilling our legal obligations we will be guided by seven core statements:

1. All learners are of equal value.
2. We recognise, welcome and respect diversity.
3. We foster positive attitudes and relationships, and a shared sense of belonging.
4. We observe good equalities practice, including staff recruitment, retention and development.
5. We aim to reduce and remove existing inequalities and barriers.
6. We consult and involve.
7. We strive to ensure that society will benefit.

Holden Lane Primary School has a range of evidence which shows regard for equalities:

Policies

Our policies support equality measures, such as, the behaviour policy, anti-bullying and the Special Educational Needs Information Report.

Curriculum

Our curriculum content encourages children to challenge discrimination and stereotyping and promotes friendships between different groups through our anti-bullying week and PSHE lessons. Religious education lessons promote understanding of a range of religions and beliefs. Assemblies promote understanding of disability and diversity.

Staff Meetings

Areas of support for the responsibilities under the Act are discussed during staff meetings.

Governors

Governors have discussed the duties under the Act while making decisions about the policy.

Community Involvement

A range of groups have been set up to support parents and children which include Family Links and support for parents who have English as an Additional Language.

Equality Information

Equality analysis of data collected in the Summer 2023.

Number of pupils on roll - 200

Pupils who have English as an Additional language- 85 (43%)

Pupils with Special Educational Needs - 40 (20%) Girls 12 Boys 28

Understanding the Information

The school uses the monitoring information gathered to identify whether there maybe any gaps or potential issues for pupils in reaction to the protected characteristics:

The focus areas are:

Admissions

Attainment including access

Attendance

Exclusions

Prejudice related incidents

Religion and belief

Holden Lane Primary recognises that it has duties under the Equality Act in respect of the staff we employ.

We believe it is essential to maintain a diverse workforce who feels valued and able to realise their potential. We will measure the success of this through the evaluation of the CPD programme.

We will engage with the school community to ensure that the objectives identified are the best ones based on the data analysis.

Equality Objectives:

1. To ensure that pupils with Special Educational Needs are represented in the life of the school in the areas of School Council, Prefects, Play Leaders, Head Boy and Head Girl.
2. To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity.
3. To narrow the progress gap between pupils with SEN and those without in reading, writing and maths.

Policy Updated- September 2023
Adapted by Governors October 2023
Review date- September 2024