



# ***Public Sector Equality Policy***

*(Previously known as Equal Opportunity & Racial Equality Policy)*

***Effective November 2020***



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# Summerlea C P School Public Sector Equality Policy

## Legislation: The Equality Act 2010 and The Equality Act 2010 (Specific Duties) Regulations 2011

### 1. Introduction

We are committed to the principle of equality of opportunity for all in employment and in the provision of teaching and learning. We take pride in our community and all the cultural richness that it brings with it.

This statement outlines our commitment to equality and diversity. It sets out our intention to create an environment in which everyone in our school community can take full part in the social and cultural life of the school. It also sets out our commitment to promote equality and diversity among our pupils, their families and our staff.

This policy is not only a statement in itself but also provides the background to other school policies, relating both directly and indirectly to equality of opportunity and inclusion.

### 2. Statement of Intent

We recognise that certain groups in society have historically been disadvantaged on account of unlawful discrimination they have faced on the basis of their race, gender, disability, religion/belief, sexual orientation or age. We will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the school community we serve and our workforce.

### 3. Aims and Values

Our Summerlea Seven values, along with our Key Three, underpin everything we do and expect of one another in our community. We want to see a strong, sustainable and cohesive community in our school. We will continue to develop and promote policies and systems that make sure that the school community and our workforce are not unlawfully discriminated against.

#### **Our aims are to:**

- promote equality of opportunity;
- eliminate unlawful discrimination, and
- promote good relations between people from different backgrounds.

#### **Therefore, we will:**

- Recognise the value of diversity within the community, our workforce and our student body and the contribution made by people from different backgrounds
- We are committed to ensuring that teaching and learning meet the varied and complex needs of pupils in our care.
- We will ensure that during their education pupils are not subject to stereotyping.
- We will have staff that are trained to deal effectively with bullying, racist incidents, harassment and prejudice. Alongside this we will have clear procedures in place to ensure that all incidents are dealt with promptly and consistently



- We will make sure our employment is accessible to everyone and that we actively value and celebrate the wide variety of lifestyles and cultures within the community
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same way.
- At Summerlea we are committed to narrowing gaps in achievement which affect amongst others:
  - Pupils from certain cultural or ethnic backgrounds
  - Pupils who belong to low-income households and pupils known to be eligible for free school meals
  - Pupils who are disabled
  - Pupils who have SEND needs
  - Pupils with EAL
  - Pupils who are in Local Authority Care
  - Gender differences in subjects

Our commitment is supported by a legal duty to provide learning and employment opportunities fairly, without unlawful discrimination.

We believe we have a strong moral and social duty to recognise any unlawful discrimination, take steps to challenge prejudice and discrimination and promote equality.

#### **4. Objectives**

##### **4.1 Accessible services and partnerships:**

Where appropriate we will work with other organisations and local voluntary and community groups to provide teaching and learning and access to employment which promote equal opportunities to all by:

- building on good practice
- consulting with and involving our local community
- providing accessible information and ways for people to comment
- ensuring new and existing policies and practices do not unlawfully discriminate against anyone
- removing barriers which deny people access to our school community
- using our powers to make sure that organisations providing services on our behalf work in line with this statement
- promoting an environment which gives all pupils an equal chance to learn and live free of unlawful discrimination and prejudice, all staff to work and live free of unlawful discrimination and prejudice
- take steps to build an inclusive and cohesive school community

##### **4.2 Equal and appropriate treatment in employment, training and recruitment opportunities:**

We will put in place a range of actions aimed at tackling prejudice and celebrating diversity within our workforce.

**This will be achieved by:**

- developing a workforce which reflects the community at all levels
- making sure that all employees understand their responsibilities under this statement
- making sure that all employees know about their rights of protection from unlawful discrimination, harassment, bullying or victimisation



- developing and promoting policies which give everyone equal access to employment and opportunities

## **5. Responsibilities**

We are an equal opportunities employer and provider of teaching and learning. In order to support this public commitment all staff play a key role in ensuring that provision does not give rise to unlawful discrimination of any kind and that we have a shared understanding of the relevant issues and how best to deal with them.

All employees and volunteers are always expected to comply with our values of promoting equality and diversity and treat colleagues and others in the school community with dignity and respect. This commitment must be evidenced in practice. Any behaviour that falls below these standards is unacceptable to the Governing Body and potentially constitutes misconduct.

### **Leaders and managers are expected to:**

- be at the forefront of best practice on equalities within their respective areas
- review all provision to ensure elimination of unequal treatment of staff, pupils and the wider school community
- raise equality-related issues with their staff and senior colleagues
- encourage leadership on equalities amongst their staff and other providers
- report to governors on the results of assessments, consultations and monitoring
- train staff on equalities issues
- consider better access for people with disabilities
- monitor provision by contractors and other external providers
- have evidence of consultation carried out with staff and the school community

## **6. Monitoring and Evaluation**

With the help of feedback from employees and the wider school community we will continue to develop arrangements to monitor, review and evaluate the effectiveness of our employment policies and provision of teaching and learning. If our monitoring reveals any gaps in our policies/provision, we will take necessary action.

The policy should be reviewed every four years. The key questions should be:

- Are we achieving any potential benefits identified in this policy?
- Have there been any unexpected benefits?
- How can we make policy and practice even better?



This policy was approved by the governing body of Summerlea Community Primary School

on: .....9<sup>th</sup> December 2020.....

Signature of Chair of Governors:

*Sue Whiting*

Signature of Headteacher:

*Helen Morris*



## Policy Review Form

*Please complete this section when reviewing and updating this document.*

### **Author**

### **Name**

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### **Date**

November 2014

### **Reviews**

### **Name**

Karla Strong  
Karla Strong

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November 2018  
November 2020

### **Information Source**

### **Name**

### **Date**

### **Change Control**

### **Sections Amended**

Pg 3 change from Golden Time to  
Key Three

### **Author & Date**

Karla Strong – Nov 2020