

All Saints C.E.V.A. Primary School, Northampton

EQUALITIES INFORMATION

Published March 2012

Reviewed May 2013

The Public Sector Equality Duty 2011 has three aims under the general duty for Schools, Academies and Settings:

1. **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.** By removing or minimising disadvantages suffered by people due to their protected characteristics.
2. **Advance equality of opportunity between people who share a protected characteristic and those who do not.** By taking steps to meet the needs of people from protected groups where these are different from the needs of other people
3. **Foster good relations between people who share a protected characteristic and those who do not.** By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Our School, Academy, Setting has considered how well we currently achieve these aims with regard to the eight protected equality groups : race/disability/sex/gender reassignment/age/pregnancy and maternity/religion and belief and sexual orientation

In compiling this equality information we have :

- Identified evidence already in the setting/centre of equality within policies and practice and identified gaps.
- Examined how our setting/centre engages with the protected groups, identifying where practice could be improved.

This process was carried out by an Equalities Duty Team which included members from the Leadership team, the governing body, the staff and the parental body.

School's Summary of Intent and Effectiveness

'The leadership team have worked hard to to create a philosophy where all children are encouraged to develop to their full potential knowing they are loved.' Section 48 Inspection April 2012

The recently awarded Inclusion Quality Mark recognises that All Saints is a school where there is *"unequivocal determination to enable all stakeholders"*.

Meeting the duties described above will mean that all our actions will embody our School Mission Statement and Aims.

At All Saints CEVA Primary School we:

- Believe all should have equal access to opportunities, regardless of ability, age, gender, disabilities, sexual orientation, gender reassignment, racial, religious or ethnic group.
- Celebrate the diversity of our world. Northampton is a large town with a diverse population and All Saints CEVA Primary School has pupils from across the region representing a range of communities, different languages and faiths.
- Respect the religious, spiritual, cultural, and moral values of others and to consider thoughtfully their own attitudes, values and beliefs.
- Provide an atmosphere of harmony and respect and safety within an educational environment.
- Strive to make the best possible provision for all pupils, regardless of disability, ethnicity, culture, religious belief, national origin or status, gender or sexual orientation.
- Respect diversity. We know that treating people equally is not simply a matter of treating everyone the same.

We believe that inclusion is: "The process of taking necessary steps to ensure that every young person is given an equality of opportunity to develop socially, to learn and to enjoy community life." This means that we do our best to make reasonable adjustments for disability, recognise religious and cultural differences, and understand the different needs and experiences of boys and girls.

We value staff for their ability and potential to help us make the best possible provision for the children in our school, regardless of gender, disability, ethnicity, culture, religious belief and sexual orientation.

We believe that all children may be disadvantaged by the holding of prejudicial views, and seek to promote good relationships between all groups, and positive attitudes towards disabled people, people from different ethnic or cultural groups or faith backgrounds and people of different gender or sexual orientation.

In the process of collating our evidence for the effectiveness of our school's equalities procedures we have examined each of the three aims related to those protected groups relevant to our school setting. The evidence for these is detailed in table 1. This process has highlighted some areas for future development and we have given priority to three specific aspects, setting ourselves objectives that will enable us to further improve the inclusive nature of our school.

Table 1

| Protected characteristics | Aims of the general duty | | |
|---------------------------|---|---|--|
| | What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation? | How do we advance equality of opportunity between people who share a protected characteristic and those who do not? | How do we foster good relations between people who share a protected characteristic and those who do not? |
| Race | <i>Anti bullying policy Safeguarding Procedures and Child Protection policies Racist incident log Monthly incident reports to NCC Head teacher Reports to Governor Parent and pupil surveys Inclusion Quality Mark Inclusion Leader</i> | Progress tracking Progress meetings Raise-on-line Provision Maps Attendance records Extra Curricula clubs / activities | Mission Statement School Ethos OFSTED section 48 report 2012 PSHCE curriculum SEAL Worship Curriculum enrichment – visits and visitors Nurture Groups Play Buddies |
| Disability | <i>Anti bullying policy Accessibility Statement and Plans Safeguarding Procedures and Child Protection policies Monthly bullying incident reports to NCC Head teacher Reports to Governor Parent and pupil surveys Inclusion Quality Mark Inclusion Policy Inclusion Leader</i> | Progress tracking Progress meetings Raise-on-line Provision Maps Attendance records Extra Curricula clubs / activities Outside Agencies Support | Mission Statement School Ethos OFSTED section 48 report 2012 PSHCE curriculum SEAL Worship Curriculum enrichment – visits and visitors Nurture Groups Play Buddies |
| Sex | <i>Anti bullying policy Safeguarding Procedures and Child Protection policies Monthly bullying incident reports to</i> | Progress tracking Progress meetings Raise-on-line Attendance records | Mission Statement School Ethos OFSTED section 48 report 2012 PSHCE curriculum |

| | | | |
|---------------------------------------|---|--|--|
| | <p><i>NCC</i> <i>Head teacher Reports to Governor</i> <i>Parent and pupil surveys</i> <i>Inclusion Quality Mark</i></p> | <p>Extra Curricula clubs / activities</p> | <p>SEAL Worship Curriculum enrichment – visits and visitors Nurture Groups Play Buddies</p> |
| <p>Gender Reassignment</p> | <p><i>Anti bullying policy</i> <i>Safeguarding Procedures and Child Protection policies</i> <i>Monthly bullying incident reports to NCC</i> <i>Head teacher Reports to Governor</i> <i>Parent and pupil surveys</i> <i>Inclusion Quality Mark</i> <i>Inclusion Leader</i></p> | <p>Internal Monitoring of Progress Family / School relationship records</p> | <p>Mission Statement School Ethos OFSTED section 48 report 2012 PSHCE curriculum SEAL Worship Outside Agency Support</p> |
| <p>Pregnancy and Maternity</p> | <p>Not applicable in our organisation</p> | | |
| <p>Age</p> | <p>Not applicable in our organisation</p> | | |
| <p>Religion and Belief</p> | <p><i>Anti bullying policy</i> <i>Safeguarding Procedures and Child Protection policies</i> <i>Monthly bullying incident reports to NCC</i> <i>Head teacher Reports to Governor</i> <i>Parent and pupil surveys</i> <i>Inclusion Quality Mark</i></p> | <p>Distinctive and Inclusive Christian School OFSTED Section 48 report 2009</p> | <p>Mission Statement School Ethos OFSTED section 48 report 2012 RE curriculum and displays PSHCE curriculum SEAL Worship Curriculum enrichment – visits and visitors Nurture Groups Play Buddies Prayer room</p> |
| <p>Sexual Orientation</p> | <p><i>Anti bullying policy</i> <i>Safeguarding Procedures and Child Protection policies</i> <i>Monthly bullying incident reports to NCC</i> <i>Head teacher Reports to Governor</i> <i>Parent and pupil surveys</i> <i>Inclusion Quality Mark</i></p> | <p>Internal Monitoring of Progress Family / School relationship records</p> | <p>Mission Statement School Ethos OFSTED section 48 report 2009 PSHCE curriculum SEAL Worship Nurture Groups Year 5/6 Relationship Education</p> |

EQUALITIES OBJECTIVES ACTION PLAN

Published May 2013

Table 2

| Objective Please give an end date/timescale to each action (i.e. by) | Which protected group(s) will this most affect/influence | How will we know we have achieved the objective? | Lead and other key players | Actions Please give an end date/timescale to each action (ie by.....) | Annual Review 2013 | Annual rating |
|--|--|--|---|---|--|---------------|
| To develop the range of visitors and worship leaders from 'Protected Groups'. Over the next academic year 5% of all worships to be led or themed on members / issues of 'Protected Groups' | Religion and Belief Disability Race | Worship Schedule Worship Observation / Feedback Sheets | NT / NS | NT to develop a schedule of Worships for the Year 2012/13 which include 5% of Worships from Protected Groups. Term 1 / 2 – By July 2012 Term 3 / 4 – By Dec. 2012 Term 5 and 6 - By Mar. 2013 Annual Review July 2013 | All pupils regardless of faith, culture, race, gender, or disability attend and have participated in worships. Worships have included other faith groups, such as Dewali, Chinese New Year. Still need to increase the diversity of visitors | Amber |
| To develop the range of resources held by the school that reflect the diverse nature of our school family | All Groups | Books and resources available in school / school Library Suitable links provided from the school web-site and Learning Platform List of suitable books available to parents on the Web site. | NS/LP/Hi Parents Outside agencies | Library resources to be developed as part of the school developing its own independent library service. Budget to be allocated April 2012 and reviewed March 2013 | A range of multi-faith and multi-cultural books have been purchased by the library. This will be monitored in terms of other groups. Web site links still to be created. | Amber |
| To develop staff awareness of the eight Protected Characteristics groups | All Groups | Staff training / CPD/ Inset records | NS CAHMS Outside agencies Family Support worker Parents | NS to identify appropriate training, lead staff and book relevant courses where available. Initial training focus to link into current pupil / school priority. To be reviewed annually in March. | Only initial discussions held. Greater awareness and training still needed. | Amber |

