Single Equality Policy
2015-2018

“We are a community of love, learning and growing in the image of Christ”
Introduction

This Single Equality Scheme for schools in Coventry provides a format for addressing the statutory duties of the Equality Act 2010. This supersedes and brings together all previous statutory duties in relation to race, gender and disability and also addresses the duty to promote community cohesion, thus meeting the school’s statutory duties in these areas.

The scheme also highlights how our school has worked with and listened to the staff, pupils, parents and carers to inform development of action plans and the need and commitment required to ensure the scheme is a success. This is underpinned by a commitment to promoting positive relationships and understanding between all groups within our school community.

This document sets out how pupils with the following protected characteristics (previously known as equality strands) will be protected in our school from harassment and discrimination:

- disability.
- gender.
- race.
- religion and belief.
- sexual orientation.
- gender reassignment.
- maternity and pregnancy

This scheme extends however to cover all aspects of vulnerability, including those associated with socio-economic factors (e.g. pupils from low income families).

As well as delivering high quality services to our pupils, the school is also committed to being a good employer and as such this scheme outlines how we meet our varied duties in terms of recruitment and employment practices. We are also committed to be fully inclusive of all community users, including parents and carers. As such, this scheme therefore also sets out how we will work to overcome any discrimination related to the other protected characteristics:

- Age
- Being married or in a civil partnership

This Scheme sets out:

- information about our school and the local area;
- our plans to meet our general and specific duties;
- how we will promote community cohesion within the school;
- how we have involved people in the development of this scheme;
- what consultation has taken place;
- what our plans are to gather and use information;
- how we intend to ensure our policies are fair;
- how we will report on our progress;
- who is responsible for making our scheme a reality; and,
- an action plan addressing our equality priorities
This scheme is reviewed every three years and is reported on annually.

**Aims of the single equality scheme**

- To articulate the school's commitment to equality which permeates all school policies and practices
- To ensure that everyone who belongs to, or comes into contact with, our school community is valued and respected
- To promote equality of opportunity and eliminate unlawful discrimination, harassment or victimisation
- To comply with statutory duties under equalities legislation in one document

**Purpose of the Equality Scheme**

This equality scheme is the school's response to the specific and general duties in the current equality legislation, which has been brought together under the Equality Act 2010. It is an attempt to capture how the school is systematically establishing and implementing good practice in equality and diversity across all areas of school life. This includes a response to all aspects of social identity and diversity.

This Equality Scheme sets out how the school will:

- eliminate discrimination;
- eliminate harassment or victimisation related to any aspect of social identity or diversity;
- promote equality of opportunity;
- promote positive attitudes to all aspects of social identity and diversity;
- encourage participation by disabled people and people representing different aspects of social identity in public life;
- take steps to take account of difference even where that involves treating some people more favourably than others;
- take proportionate action to address the disadvantage faced by particular groups of pupils.

**Planning to eliminate discrimination and promote equality of opportunity**

This scheme is underpinned by the core belief that all children and young people belong to their local community and share the same rights to membership of that community and a quality education. An action plan accompanies this Equality Scheme which identifies what we will be doing over the coming year to make our school more accessible to the whole community, irrespective of background or need.

We will collect data related to the protected characteristics and analyse this data to determine our focus for our equality objectives. This data will be assessed across our core provisions as a school. This will include the following functions:

- admissions
- attendance
- attainment
- exclusions
- prejudice related incidents
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 well in the education system. We provide both our pupils and staff 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.

The scheme encompasses our **anticipatory duties to plan ahead for the reasonable adjustments** (reasonable and proportionate steps to overcome barriers that may impede some pupils) we need to make to be best placed to help disabled pupils who come to our school.

This action plan replaces the school’s Disability Accessibility Plan for the school (previously required under the planning duties in the Disability Discrimination Act) as it sets out how the school will increase access to education for disabled pupils, alongside other protected groups, in the three areas required:

- increasing the extent to which disabled pupils can participate in the school curriculum;
- improving the environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services;
- improving the delivery to disabled pupils of information which is provided in writing for pupils who are not disabled.

Monitor, review and reporting

The action plan is renewed annually and progress towards the equality objectives within it is reported on regularly to governors. Equality objectives have been identified through consultation with key stakeholders.

It is available in different formats and in different languages on request to the school office.

Every three years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.

This Scheme will be reported on annually. Progress against the action plan will be evaluated and the impact of the action and activities assessed. This report will be made available as a separate document, available from our school office on request and on our website.

Publication

This action plan is understood and implemented by all staff and is available. We will ensure that the whole school community is aware of the Single Equality scheme and our published equality information and equality objectives by publishing them on our school website, copies will be available from the school reception area and it will be referenced in school newsletters and through other mediums as identified by the Governing Body.

Breaches

Breaches to this statement will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the head teacher and governing body.
School Aims Statements

Our Aims for St Osburg’s Catholic Primary School …..

- To ensure that each child feels happy, safe, valued and loved.
- To provide an exciting, fun and enjoyable educational experience for each child and promote a life-long love of learning
- To inspire our pupils to aim high, reach for the stars, be the best they can be and make the most of every opportunity that is given to them.
- To ensure that each child meets their God given potential and is nurtured academically, spiritually, socially and emotionally.
- To encourage each member of the school community to live their life in accordance with gospel values and to make a positive contribution to British society.
- To make prayer, worship and liturgy relevant and meaningful for each individual and to provide a learning environment that will enhance the development of faith of everyone in the school community.
- To work in partnership with parents, the parish, the community and other local schools, in order to provide a wide range of supportive interactions for our pupils.
- To have lots of fun, make magical memories and share smiles every day!

Equality Objectives

Our objectives will detail how we ensure equality is applied to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- advance equality of opportunity between people who share a characteristic and those who don't
- foster good relations between people who share a characteristic and those who don't

We will:

- ensure that sensitivity is shown at all times towards those who share a characteristic and those who don't
- create a school with an atmosphere of trust and understanding in which the sanctity of the individual is cherished and where pupils and adults show consideration, courtesy and respect for each other at all times
- help all children and other stakeholders feel part of the school community so that they feel valued, secure, fairly treated and happy
- monitor the performance and participation level of different groups and take action to address issues as they arise
- develop close partnerships and open lines of communication between school, home and the wider community valuing the contributions made by all
What kind of a school are we?

Total number on roll: 226 includes Nursery Children

Free school Meals:
49 children (does not include Nursery children) = 24%

Ethnic Minority (including Nursery)
0.89% Asian Background
3.52% Any other Black background
27.76% Any other White background
20.26% Black African
1.32% Black Caribbean
0.88% Chinese
6.17% Indian
0.89% Pakistani
1.32% Irish Heritage
26.43% White British
1.32% White and Asian
3.08% White and Black African
5.72% White and Black Caribbean

Languages Spoken
Akan/Twi-Fante, Albanian/Shqip, Amharic, Arabic, Chinese, English, French, Greek, Hindi, Igbo, Lingala, Luganda, Polish, Portuguese, Serbian, Croatian, Bosnian, Spanish, Swahili. Kiswahili, Tamil, Urdu and Yoruba.

Asylum Seekers
0%

Gender
54.62% Girls
45.37 Boys
**Special Educational Needs and Disabilities (SEND)**
11.27% SEN Support (does not include Nursery children)

**Religion**

74% Catholic
9.69% Christians
3.08% Muslim
1.76% Hindu
0.89% Sikh
0.89% Other Religions
9.69% No Religion

**School provision**

**Examples of reasonable adjustments the school makes as a matter of course:**

- we provide information for disabled pupils & parents/carers on request e.g. enlarged text;
- we have translation software for newly arrived families.
- we have strong links with MGSS, this service supports schools and newly arrived families.
- steps that have been taken to create communication and learning friendly environments;
- our school has taken steps to provide training to address different areas of need (e.g. dyslexia, behaviour, autism, English as an additional language...)
- school is accessible to all users;
- Provision of specific resources to meet needs of children with various disabilities – e.g.
- cushions, writing slopes, additional time in assessment, additional adult support
- our school works closely with LAWSS (Learning and Welfare Support Service), CASS (Coventry Autism Support Service) CAMHS (Child and Adolescent Mental Health Service) TAMHS (Targeted Mental Health Service) Educational Psychology Service School Nursing Service, Primary Mental Health, Referral Agencies such as Rainbows, Vibes Relate and Cruise to provide appropriate support and training to our children and staff;
- our school employ our own Speech and Language Therapist who is in school every Friday; followed up with a designated TA
- we also employed a fully trained counsellor for half a day per week.
- our school uses O Track to track the progress of vulnerable groups of pupils.
- Individual education plans – these may be written for learning, emotional or behavioural issues
- ongoing differentiation in lessons
Outcomes for pupils
Outcomes for pupils are analysed against social identity issues, i.e. gender, ethnicity, disability, faith background, and aspects of vulnerability identified by the school. This is compared with the outcomes made for all pupils. This is summarised in the School Self Evaluation Statement.

Along with ongoing half termly pupil tracking, this process determines the impact of our provision on improving outcomes for identified pupils. In line with statutory requirements all new policies as well as existing policies and functions are evaluated for the impact they have, in consultation with identified pupils and parents/carers.

Roles and Responsibilities in Implementing the Single Equality Scheme

The Head Teacher will:

- ensure that staff and parents are informed about the Single Equality Scheme;
- ensure that the scheme is implemented effectively;
- manage any day to day issues arising from the policy whether for pupils or for the school as an employer;
- ensure staff have access to training which helps to implement the scheme;
- liaise with external agencies regarding the policy so that the school's actions are in line with the best advice available;
- monitor the scheme and report to the Governing Body at least annually, on the effectiveness of the policy;
- ensure that the SLT are kept up to date with any development affecting the policy/action plan arising from the scheme;
- provide appropriate support and monitoring for all pupils and specific and targeted pupils to whom the scheme has direct relevance, with assistance from relevant agencies.

The Governing Body will:

- ensure that the school complies with all relevant equalities legislation;
- recommend all governors receive up to date training in all the equalities duties;
- designate a link governor with specific responsibility for the Single Equality Scheme;
- establish that the action plans arising from the scheme are part of the School Development Plan;
- support the Headteacher in implementing any actions necessary;
- inform and consult with parents about the scheme;
- evaluate and review the action every three years;
- evaluate the action plan yearly.

The Senior Leadership Team will:

- have general responsibility for supporting other staff in implementing this scheme;
- provide a lead in the dissemination of information relating to the scheme;
- identify good quality resources and CPD opportunities to support the scheme;
- with the Headteacher, provide advice/support in dealing with any incidents/issues;
- assist in implementing reviews of this scheme as detailed in the School Improvement Plan.
People with specific responsibilities:

- The Head Teacher, Mrs Nicola Rynott is responsible for maintaining and sharing with all the staff those vulnerable pupils and how their needs will be met;
- The Head Teacher, Mrs Nicola Rynott is responsible for ensuring the specific needs of staff members are addressed;
- The Head Teacher, Mrs Nicola Rynott, SENCO, Mrs Burton and Deputy Headteacher Suzanne Hughes, are responsible for gathering and analysing the information on outcomes of vulnerable pupils and staff;
- The Head Teacher, Mrs Nicola Rynott is responsible for monitoring the response to reported incidents of a discriminatory nature.

Parents/Carers will:

- have access to the scheme;
- be encouraged to support the scheme;
- have the opportunity to attend any relevant meetings/awareness raising sessions related to the scheme;
- have the right to be informed of any incident related to this scheme which could directly affect their child.

School Staff will:

- accept that this is a whole school issue and support the Single Equality Scheme;
- be aware of the Single Equality Scheme and how it relates to them;
- make known any queries or training requirements
- know how to deal with incidents of concern, and how to identify and challenge bias and stereotyping;
- know procedures for reporting incidents of racism, harassment or other forms of discrimination;
- know procedures for dealing with and reporting prejudice related incidents
- ensure that those with protected characteristics are not discriminated against and are given equality of opportunity;
- keep themselves up to date with relevant legislation and attend training and information events organised by the school or LA;
- ensure that pupils from all groups are included in all activities and have full access to the curriculum;
- promote equality and diversity through teaching and through relations with pupils, staff, parents, and the wider community.
Pupils will:

- be made aware of any relevant part of the scheme, appropriate to age and ability;
- be expected to act in accordance with any relevant part of the scheme;
- experience a curriculum and environment which is respectful of diversity and difference and prepares them well for life in a diverse society;
- understand the importance of reporting prejudiced based bullying incidents;
- ensure the peer support programme within the school promotes understanding and supports pupils who are experiencing discrimination.

Visitors and contractors are responsible for complying with the school’s Equality Scheme – non-compliance will be dealt with by the Headteacher.

Involvement Processes

Policies are vital to identify and consolidate thinking regarding appropriate provision for pupils, however, they are often viewed as an end, when they should be seen as a process - always evolving in response to changes and evidence from impact assessments. When developing this Equality Scheme, the school is clear that this is a process which must be informed by the involvement of all participants such as pupils, parents, school staff, governors and external agencies. This will ensure that the school gleans insights into the barriers faced by people from different social identity backgrounds and learns the best ways to overcome such barriers. This Scheme will be informed, therefore, by:

- the views and aspirations of pupils themselves from different social identity backgrounds;
- the views and aspirations of parents/carers of pupils from different social identity backgrounds;
- the views and aspirations of staff from different social identity backgrounds;
- the views and aspirations of members of the community and other agencies, including voluntary organisations, representing different social identity backgrounds;
- the priorities in the Coventry Children and Young People’s Plan.

Mechanisms for involvement

At this school the following mechanisms will ensure the views of pupils inform the Equality Scheme and action plan:

For example:

- Exit interviews will take place at the end of key stage 2 with pupils before they leave us;
- School council have a role in gathering views and suggestions of pupils regularly;
- A group of pupils meet weekly with the headteacher to discuss their views on learning;
- SLT & Governors conduct pupil interviews;
At this school the following mechanisms will ensure the views of **staff** inform the Equality Scheme and action plan:

For example:

- Exit and entry interviews with staff;
- Meetings with school union representatives;
- Regular SLT meetings with specific agenda items;
- Regular staff meetings with specific agenda items;
- Individual discussions with staff as a part of performance management.

At this school the following mechanisms will ensure the views of **parents/carers and the community** inform the Equality Scheme and action plan:

For example:

- Feedback through the Governing Body meetings;
- Feedback through the parent consultations;
- Meetings with parents and local groups representing a particular theme;
- Induction interviews with parents and carers;
- Parent questionnaires;
- Induction for new parents/carers of EYFS children.

The school's action plan will focus on developing the involvement of pupils, staff and parents from different social identity backgrounds over the three years of this Scheme. We will consider varying the times, methods and the venues for this involvement to ensure the best possible attendance and ensure views can be heard. This way the school will learn what works and the involvement of pupils, staff and parents will improve and deepen over time.

**Action Planning**

This scheme is supported by an action plan, the progress of which is monitored and evaluated by the Governing Body.

The action plan that identifies the equality objectives for the school arising from this scheme has:

- clear allocation of responsibility;
- clear allocation of resources, human and financial;
- clear timescales;
- expected outcomes and performance criteria;
- specified dates for review;

The effectiveness of this Scheme will be evaluated and reflected through:

- School Self-evaluation;
- discussions with the Education Improvement Advisor/School Improvement Partner.
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<thead>
<tr>
<th>Equality Strand</th>
<th>Action</th>
<th>Who is responsible for implementing?</th>
<th>Early success indicators</th>
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</thead>
<tbody>
<tr>
<td>All</td>
<td>Publish and promote the Equality Plan through the schools websites, newsletter and staff meetings.</td>
<td>Headteacher</td>
<td>Staff are familiar with the principles of the Equality Plan and use them when planning lessons, creating classroom displays Parents are aware of the Equality Plan</td>
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<tr>
<td>All</td>
<td>All policies should have due regard to the Equality Plan as they are reviewed</td>
<td>Headteacher / governors</td>
<td>Improved inclusivity</td>
</tr>
<tr>
<td>All</td>
<td>Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.</td>
<td>Headteacher/ Deputy Headteacher</td>
<td>Achievement data analysed by race, gender and disability Analysis of teacher assessments / annual data demonstrates the gap is narrowing for equality groups</td>
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<tr>
<td>All</td>
<td>Monitor incidents of bullying, racism and harassment to look for trends and take actions to rectify the position</td>
<td>Headteacher Learning Mentor</td>
<td>Incidents Decrease</td>
</tr>
<tr>
<td>All</td>
<td>Ensure all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the School Council ,by election of Head Boy/Girl class assemblies, fund raising etc.</td>
<td>All Staff</td>
<td>School council representation monitored by race, gender, disability</td>
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<tr>
<td>All</td>
<td>Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability</td>
<td>Headteacher Deputy Headteacher</td>
<td>Notable increase in engagement and confidence of targeted groups</td>
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<td>Race Equality Duty</td>
<td>Identify, respond and report racist incidents as outlined in the Plan. Report the figures to the Governing body / Local Authority on a termly basis.</td>
<td>Headteacher/ Governors</td>
<td>Teaching staff are aware of and respond to racist incidents</td>
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