



Netherbrook Primary School

**Equality Policy
and
Objectives**



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Introduction

Netherbrook Primary School is committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all children and families. We also value our staff and are committed to good employment practice.

Netherbrook Primary School seeks to ensure that no member of the school community, or any person through their contact with the school, will receive less favourable treatment on the grounds of a protected characteristic. These include: race, colour, nationality, ethnic or national origin, religion or belief, gender, marital status, responsibility for children or other dependents, disability, sexual orientation, gender reassignment, age, trade union or political activities, socio-economic background, living situation or spent convictions.

In this we include all members of the extended school community – pupils, staff, Governors, Parents /Carers and others from our local community. Partners, contractors and other visitors to the school are also expected to adhere to this policy.

Legal Framework

In putting together this single equality scheme in the form of our Equality Policy, we are responding to the introduction of the Equality Act 2010. This replaces all previous policies and legislation relating to race equality, gender equality and disability equality. The guiding principles in Section 5 below address our duties under current equality legislation, up to and including the Equality Act 2010. The action plan at the end of this Equality Policy outlines the actions Netherbrook Primary School will take to meet the general duties detailed below.

Netherbrook Primary School recognises its duties under the Equality Act 2010 in relation to the nine characteristics protected in law:

1. Age
2. Sex
3. Race
4. Marriage and Civil Partnerships
5. Pregnancy and Maternity
6. Gender reassignment
7. Disability
8. Sexual Orientation
9. Religion or belief.

This policy has been devised to enable Netherbrook Primary School to meet its general duty in:

- Eliminating unlawful discrimination, harassment, victimisation and other prohibited conduct
- Advancing equality of opportunity between those who have a protected characteristic and those who do not
- Fostering good relations between those who have a protected characteristic and those who do not.

We do this by:

- Providing a secure environment in which all of our children can flourish and in which all contributions are valued
- Including and valuing the contribution of all families to our understanding of equality and diversity
- Providing positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and people with disabilities

- Reviewing our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity
- Making inclusion a thread that runs through all of the activities of Netherbrook Primary School

Aims

Equality is about making a difference to the lives of the people we serve, treating all people with dignity and respect, and recognising the value of each individual. We are committed to ensuring that our services meet the varied and individual needs of children and young people in our school; that our employment practices are fair and promote equality and that we respect the wide variety of lifestyles and cultures, locally and nationally.

We aim to prepare children and young people for living within a diverse society with increasing global connections and controversial issues.

We work hard to build strong and trusting relationships with our pupils and their families in order to harness their engagement and enjoyment in all aspects of school life. We recognise that pupils and family members may experience a range of different needs during different times in their lives and we endeavour to meet these needs by working in close partnership with relevant agencies.

Our Ethos

Netherbrook Primary School is a welcoming and caring community of children, Parents/Carers, staff and Governors. Together, we continually strive to provide a happy and supportive environment in which the unique potential in every child is realised. Our vision is that within a comprehensive curriculum we will enable each child to share the responsibility for becoming independent and confident learners and achievers in a continually changing world.

Netherbrook Values



Our School Vision is what we would like everyone involved in our school to understand, share and aspire to achieve for the benefit of all our pupils, now and in the future.

At Netherbrook Primary School...

Our Pupils are unique, vibrant and valued individuals; who all make a valid and important contribution to school life. They are encouraged to be polite, happy and responsible individuals, who respect others and always try their best. Pupils are motivated and active learners, who aspire to achieve their full potential in all that they do. They are creative and imaginative and persevere to overcome any difficulties that they may face.

Our Staff aspire to be inspirational role models for our pupils. They are approachable, supportive and have a strong desire to ensure all our pupils leave Netherbrook equipped to be lifelong learners. Staff are encouraged to be creative and adventurous in their lessons and are supported in channelling their efforts for the greater good of our pupils. Staff are open and professional in all that they do and work hard to deliver the best possible education for our pupils.

Our Governors are supportive and challenging of the school leadership team and the staff. They are proactive, critical friends who ensure that the pupils receive the best quality of education possible. Through working together with all stakeholders they support the creativity and vision of the Netherbrook team. They share in our successes and constantly challenge us to improve, ensuring the pupils at Netherbrook thrive and fulfil their true potential.

Our Parents work in close partnership with the school. They value their children's education, teach them to work hard and achieve their best. They provide a strong support network for the pupils. They are committed to enriching their children's lives and work alongside the school, fostering an atmosphere of mutual trust, respect and collaboration, to ensure all of our pupils achieve their very best.

Our Local Community embraces our school, its ethos and values. They offer safety, security, co-operation and support; creating strong links with the school and its pupils and offering a stable and vibrant community for our pupils to learn in. Our community is fully involved with the school and its pupils and invests in them to help our children be truly proud of where they are from. Their involvement enables our pupils to become conscientious, respectful and active members of their local community.

Guiding Principles

The following principles have been highlighted by Netherbrook Primary School.

Principle 1: All learners are of equal value

All learners and potential learners are of equal value and benefit equally from school policies, practices and procedures, whatever their ability, ethnicity or national identity, religious background, gender or cultural identity.

Principle 2: Relevant differences are recognised

Treating people equally can mean treating them differently. Policies, practices and procedures do not discriminate, but may be differentiated to take account of differences of life experience, outlook and background, and in the kinds of barriers and disadvantage which people may face, in relation to:

- Disability – so that reasonable adjustments are made
- Ethnicity – so that different cultural backgrounds and experiences of prejudice are recognised
- Gender – so that the different needs and experiences of girls and boys, and women and men, are recognised
- Religion, belief or faith background
- Sexual identity.

Principle 3: We foster positive attitudes, relationships and a shared sense of belonging

Policies and procedures promote:

- Positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassment of disabled people
- Positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status and an absence of prejudice-related bullying and incidents
- Mutual respect and good relations between boys and girls, and women and men and an absence of sexual and homophobic harassment.

Principle 4: Staff recruitment, retention and development

Steps are taken to positively promote equality, especially where there is evidence of inequality and to ensure that policies and procedures benefit all employees and potential employees in recruitment, professional development and promotion:

- Whether or not they are disabled
- Whatever their ethnicity, culture, religious affiliation, national origin or national status
- Whatever their gender and sexual identity, and with full respect for legal rights relating to pregnancy and maternity.

Principle 5: Reducing and removing inequalities and barriers that already exist

In addition to avoiding or minimising possible negative impacts of policies and procedures, we take opportunities to maximise positive impacts by addressing, reducing and removing inequalities and barriers that already exist between:

- Disabled and non-disabled people
- People of different ethnic, cultural and religious backgrounds
- Girls and boys, women and men.

Principle 6: Policy development involves widespread consultation and involvement

People affected by a policy or procedure are consulted and involved in the design of new policies, and in the review of existing ones. Such consultation is both direct and through representative organisations, and is based on principles of transparency and accountability. It involves those who in the past have been excluded or disadvantaged, and who continue to face barriers:

- Disabled people as well as non-disabled people from a range of ethnic, cultural and religious backgrounds
- Both women and men, and girls and boys
- Lesbian, gay, bisexual or transgender.

Principle 7: Society as a whole benefits

Policies and procedures benefit society as a whole, locally, nationally and internationally, by fostering greater cohesion and greater participation in public life for:

- Disabled people as well as non-disabled
- People of a wide range of ethnic, cultural and religious backgrounds
- Both women and men, girls and boys, lesbian, gay, bisexual or transgender

Principle 8: Objectives

- We formulate and publish specific and measurable objectives, based on information we have collected in relation to:
 - Disability
 - Ethnicity, culture and religion
 - Gender
- We recognise that the actions resulting from a policy statement such as this are what make a difference
- We regularly review our equality objectives and report annually on progress towards achieving them.

Implementation

Admissions

- Netherbrook Primary School welcomes applications from the whole community.
- We base our admissions policy on a fair system (refer to Admissions Policy).
- We do not discriminate against a child or their family, or prevent entry to our school, on the basis of race, colour, nationality, ethnic or national origin, religion or belief, gender, marital status, responsibility for children or other dependents, disability, sexual orientation, gender reassignment, age, political activities, socio-economic background, living situation, being a member of a travelling community or an asylum seeker or having spent convictions.
- We have an Equal Opportunities Policy that is accessible to all.
- We discourage discriminatory behaviour by staff or Parents/Carers and will take appropriate action.
- Displaying of openly racist insignia, distribution of racist material, name-calling, or threatening behaviour are unacceptable on or around the school premises and will be dealt with in the strongest manner.
- We do not discriminate against a child with a disability or refuse a child entry to our school because of any disability.
- We have ensured that plans are developed for children and Parents/Carers with disabilities so that they can participate successfully in the activities offered by Netherbrook Primary School and in the curriculum offered.
- We advertise our school widely in the local community and Dudley educational bodies .
- We try to reflect the diversity of members of our society in all our publicity and promotional materials.
- We provide information in clear, concise language, whether written or spoken.

School Curriculum

The curriculum offered at Netherbrook Primary School encourages children to develop positive attitudes about themselves as well as to people who are different from themselves.

Equality and diversity is embedded as far as possible in all areas of the curriculum and pupils are given opportunities to explore prejudice and discrimination, and to positively explore difference in relation to race/ethnicity, religion/belief, gender and disability.

We do this by:

- Making children feel valued and good about themselves through the PSHE and RSE schemes.
- Ensuring that children have equal access to learning

Recognising the different learning styles of children, making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities

- Regularly reviewing the teaching within each subject area as well as with the resources that are available to support this so that both the diversity of the school, local community and wider society as a whole are represented in this

- Avoiding stereotypes or derogatory images in the selection of books or other visual materials
- Celebrating a wide range of festivals
- Creating an environment of mutual respect and tolerance
- Helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable
- Ensuring that the curriculum offered is inclusive of children with special educational needs and children with disabilities
- Ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning
- Data is collected with regard to the attainment and achievement of all pupils in order to inform the planning and provision of support to individuals and groups of pupils
- We recognise the specific assessment needs of pupils with additional needs such as EAL, SEND, etc, and also the importance of scrutinising assessment materials for cultural bias.

Valuing Diversity in Families

- We welcome the diversity of family lifestyles and work with all families.
- We encourage children to contribute stories of their everyday life through PSHE.
- We encourage Parents/Carers to take part in the life of Netherbrook Primary School and to contribute fully.
- For families who speak languages in addition to English, we will develop plans to ensure their full inclusion.
- We offer a flexible payment system for families of differing means and offer information regarding sources of financial support.

Food and Dietary Needs

- We work in partnership with Parents/Carers to ensure that the medical, cultural and dietary needs of children are met as far as is reasonably possible.
- We help children to learn about a range of food, and of cultural approaches to mealtimes and eating, and to respect the differences among them.

Events

- Events are arranged to ensure that all families may become involved in the life of the school if they wish.
- Information about events and meetings is communicated in a variety of ways (e.g. electronically, written and verbal), to ensure that all Parents/Carers have information about, and access to, the meetings.

Employment

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- Applicants are welcome from all backgrounds and posts are open to all.
- The applicant who best meets the criteria is offered the post, subject to references and checks by the Criminal Records Bureau – this ensures a fair selection process.
- All job descriptions include a commitment to equality and diversity as part of their specifications.

- We monitor our application process to ensure that it is fair and accessible.
- We may use the exemption clauses of the Race Relations Act and the Sex Discrimination Act where this is necessary to enable the service to best meet the needs of the community.

Staff Training

All staff at Netherbrook Primary School will have their professional development needs met in relation to this agenda. This includes staff across all sections (teaching, support, mid-days, office staff, etc.) and support that will be provided to meet their training needs as outlined in our School Development Plan.

New and temporary staff will be made aware of our Equality Policy and other practices in relation to this.

- We seek out training opportunities for staff and volunteers to enable them to develop anti-discriminatory and inclusive practices, which enable all children to flourish
- We review our practices annually to ensure that we are fully implementing our Equality Policy

Roles and Responsibilities

All who are associated with Netherbrook Primary School have a responsibility for promoting equality and inclusion, and avoiding unfair discrimination.

Headteacher/Governors/Trustees:

- Provide leadership and drive for the development and regular review of the school's policies
- Provide leadership and ensure the accountability of the Head of School and Senior Leadership Team for the communication and implementation of school policies
- Highlight good practice and promote it throughout the school, Learning Link Multi-Academy Trust and wider community
- Provide appropriate role models for staff, pupils, Parents/Carers and all other stakeholders
- Congratulate examples of good practice from the school
- Ensure a consistent response to incidents e.g. bullying cases and racist incidents
- Ensure that the school carries out the letter and the spirit of the statutory duties (and ensuring the provision of 'returns' to the local authority)
- Making sure the school complies with all current equality legislation
- Making sure this policy and its procedures are followed
- Making sure that the school has up-to-date Equality Schemes and Action Plans

Senior Leadership Team:

- Initiate and oversee the development and regular review of equality policies and procedures
- Consult pupils, staff and stakeholders in the development and review of the policies
- Ensure the effective communication of the policies to all pupils, staff and stakeholders
- Ensure that staff are trained as necessary to carry out the policies
- Oversee the effective implementation of the policies
- Hold subject leaders accountable for effective policy implementation
- Provide appropriate role models for all staff and pupils
- Provide opportunities and mechanisms for the sharing of good practice
- Take appropriate action in cases of harassment and discrimination and ensure a consistent response to incidents e.g. bullying case, homophobic and racist incidents
- Ensure that the school carries out its statutory duties effectively

Staff:

- Proactively follow this policy and any associated guidelines
- Provide positive role models for pupils through their own actions
- Deal with racist, sexist and homophobic, transphobic incidents, and recognising and tackling other forms of bias and stereotyping

- Promote equality and good community relations and avoiding discrimination against anyone for reasons of race, colour, nationality, ethnic or national origins, gender, disability, religion or belief, sexual orientation or socio-economic circumstances
- Keep up to date with the law on discrimination and taking training and learning opportunities offered to them

Pupils:

- Treat others kindly and fairly without prejudice, discrimination or harassment
- Attend and engaging in their own learning as well as helping other pupils to learn
- Tell staff about any prejudiced related incidents that occur

Parents / Carers:

- Support our school in its implementation of this policy
- Follow the school policy through their own behaviour
- Ensure their children attend and engage in the learning
- Tell staff about any prejudice related incidents that occur

Visitors and Contractors:

- Know and follow our policy

Overseeing the Policy

Responsibility for overseeing equality practices in the school lies with the **Headteacher (Mr P Rawlings)**

Responsibilities include:

- Co-ordinating and monitoring work on equality issues
- Dealing with and monitoring reports of harassment (including racist and homophobic incidents)
- Monitoring the progress and attainment of vulnerable groups of pupils (e.g. Black and minority ethnic pupils, including Gypsies and Travellers)
- Monitoring exclusion

Breaches of the Policy

Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Headteacher. Anyone wishing to make a complaint will be advised to follow the School Complaints Procedure.

Racial incidents will be recorded and reported to the Headteacher following established procedures and guidelines.

Other prejudice driven behaviour will be recorded and reported following the procedures and guidelines established by the school and trust.

Monitoring and Evaluation

As part of the monitoring and evaluation procedure, we will monitor:

- Achievement of pupils with protected characteristics and those from vulnerable groups and address any issues of differential progress and achievement
- Exclusions and other aspects of the behaviour management system by protected characteristics
- Teaching and Learning to ensure all pupils' needs are met irrespective of their background and that challenging targets are set for all

- The curriculum and teaching resources to ensure that pupils' experiences are broadened and they are prepared for life in a diverse society
- The protected characteristic composition of the school's staff and Governors, with the aim of presenting positive role models and reflecting the diversity in wider society
- Incidents of racist and homophobic and transphobic behaviour and how these incidents are reported.
- The way in which the school is sensitive to, and meets the needs of all stakeholders, paying particular regard to cultural, religious historical, ethnic and/or linguistic heritages
- The way in which the school uses the diversity within its local and wider communities to enrich learning experiences for pupils
- The effectiveness of this policy annually and review it every three years in the light of experiences and best practice. This mechanism recognises that changes to legislation might require a review of the policy before the three year cycle elapses.

Publication and Dissemination

We are committed to sharing information about our Equality Policy as broadly as appropriate. To this end, we will publish the results of a full scheme review every three years – in which we will make proposals for future action.

The next review will take place in September 2023.

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Equality Plan

Equality Strand	Objective	How will the impact of the objective be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
All	Publish and promote the Equality Policy through the school website and staff meetings.	Question about parent awareness of Equality and/or diversity in parent questionnaire.	Headteacher	Summer 2021	Ensure that staff are familiar with the principles of the Equality Plan and use them when planning lessons, creating class room displays Disseminate and ensure parents are aware of the Equality Policy and Plan
All	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.	Achievement data analysed by race, gender and disability on a termly basis.	Headteacher and Inclusion Leader + SLT	Termly	Analysis of teacher assessments / termly data demonstrates the gap is narrowing for equality groups. Any significant findings are addressed.
All	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.	Increase in pupils' participation, confidence and achievement levels	Class Teachers	Ongoing	Look at pupil curriculum questionnaires to see if there is an increase in participation and confidence of targeted groups

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Equality Plan

Equality Strand	Objective	How will the impact of the objective be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
Disability	Update the "SEND Overview" of children who have Special Educational Needs and Disabilities (SEND) following consultation with parents, staff and outside agencies.	Monitoring of engagement of pupils with Special Educational Needs and Disabilities (SEND) in 'wider outcomes'	Inclusion Leader Inclusion Manager	Autumn 2021	Increased awareness of the range of Special Educational Needs and Disabilities represented within the school community. All children with SEND identified My plans implemented for children with SEND
All	Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.	Increase in pupil participation, confidence and positive identity – monitor through PSHE	Class Teachers	Ongoing	More diversity reflected in school displays across all year groups
All	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, class assemblies, fund raising etc.	School Council & Junior Leadership Team (JLT) representation monitored by race, gender, disability	Member of staff leading on school council and Junior Leadership Team	From Autumn 2021	More diversity in School Council and JLT membership

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Equality Plan

Equality Strand	Objective	How will the impact of the objective be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
Race Religion	Identify, respond and report racist incidents as outlined in the Plan. Report the figures to the Learning Academy Trust / Local Authority on a termly basis.	The Headteacher will use the data to assess the impact of the school's response to incidents i.e. have whole school / year group approaches led to a decrease in incidents, can repeat perpetrators be identified, are pupils and parents satisfied with the response	Headteacher Inclusion Leader	Reporting: Termly	Teaching staff are aware of and respond to racist incidents Consistent nil reporting is challenged by the Trust
Race Religion	Raised awareness of other faith celebrations throughout the year increase pupil awareness and understanding of different faith communities e.g. Christianity, Judaism, Islam.	Pupil Voice following relevant topics. Book and planning monitoring by Curriculum leader and other SLT. Parental survey responses	Headteacher Inclusion Leader Curriculum Leader	Ongoing	Increased awareness of different communities Engagement of children, parents and carers
All	Improve attendance of disadvantaged children.	Gap in attendance between disadvantaged pupils and others diminishes	Teacher Inclusion Leader SLT	Academic Year 2021-2022	An increase in percentage attendance A decrease in persistent absentees