

# MOTTRAM ST. ANDREW PRIMARY ACADEMY



## EQUALITY POLICY

### Introduction

Mottram St Andrew Primary Academy is committed to equality and actively supports practices that promote genuine equality of opportunity for both children and staff. We promote a positive culture in which all staff and children are supported to fulfil their potential irrespective of their age, disability, race, religion, belief, sex or sexual orientation.

### Key Principles

Our approach to equality is based on the following key principles:

- All of our children and staff are valued equally and have the right to equality of opportunity.
- We recognise and respect difference.
- We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.
- We observe equality good practice in staff recruitment, retention and development.
- We aim to reduce and remove any inequalities and barriers that exist.
- We have the highest expectations of all of our children.

### Legislative Framework

We recognise our obligations under the Equality Act 2010, and are committed to promoting the equality and diversity of all those we work with especially our employees, pupils and visitors. We oppose all forms of unlawful and unfair discrimination, bullying and harassment and we make every effort to comply with the requirements of the Act and its subsequent provisions.

The Equality Act covers nine protected characteristics upon which discrimination is unlawful:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Race
- Religion and belief
- Sex
- Sexual orientation
- Pregnancy and maternity

The Public Sector Equality Duty (PSED) requires public bodies to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relationships between people who share a protected characteristic and people who do not.

## **Actions**

Examples of our actions to promote our Public Sector Equality Duty include:

- Implementation of our Behaviour Policy and Anti-Bullying Policy, ensures the promotion of positive behaviour, appropriate consequences and makes clear the unacceptability of racist bullying.
- We actively seek to make reasonable adjustments, where there is a need to ensure that a disabled person has the same access to everything as a non-disabled person, as far as is reasonable.
- The principles of equality and diversity are embedded in our academic and PSHE curriculum, which promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to enable children to reach their potential, and all pupils are given equal entitlement to success.
- Close tracking of pupil outcomes takes place in a structured, systematic way. We implement targeted interventions when underachievement or low attainment is identified for specific groups or individuals.
- Our SENCo coordinates provision for those children with special needs. Where necessary, we use the services of outside agencies to support families and individual pupils.
- Our admissions criteria are defined in our Admissions Policy and are applied consistently to every child.
- The decision to exclude a child for a fixed period or permanently is only used as a last resort. Our Exclusion Policy is applied consistently to every child, irrespective of any protected characteristic.
- All employees, whether part-time, full-time, temporary or permanent will be treated fairly and equally.
- We avoid unlawful discrimination in all aspects of employment, including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy. Selections will be made on the basis of aptitude and ability.
- We actively seek the views of both children and parents and respond to any concerns raised.
- A strong sense of community has been built within school which is consistently commented on by visitors. We have good links with other primary schools, and are a central part of the community of Mottram St. Andrew.
- For many years we have linked with Dennegeur Primary School in South Africa, and the children fund raise to provide support.
- Visitors from different faiths are invited into school to speak to the children.

## **Equality Objectives**

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

Objective 1:

To monitor and analyse pupil achievement by sex and disability.

Objective 2:

To implement and evaluate our new PSHE curriculum, and to further develop the SMSC (Spiritual, Moral, Social and Cultural) aspects of school life.

Objective 3:

To ensure that all staff understand the Equality Duty.

## **Roles and Responsibilities**

Compliance with the Equality Act 2010 is the responsibility of all members of staff. Mottram St. Andrew Primary Academy does not condone any act of direct discrimination, indirect discrimination, harassment or victimisation. Any breach of this policy may lead to disciplinary action.

The designated senior member of staff with overall responsibility for all equality and diversity matters is the headteacher. The role of the designated person is to:

- Create an environment in which all members of the community are expected to treat one another with mutual respect, dignity and tolerance.
- Ensure that the school complies with equality legislation.
- Ensure the implementation of all policies, practices and procedures associated with equality and diversity, including admissions, curriculum and recruitment.
- To make effective and reasonable adjustments, where appropriate, to meet the individual needs of staff, children and others who may have business with our school
- Ensure that all staff are aware of and follow the Equality Policy, and receive appropriate training if needed.
- Take 'all reasonable steps' to prevent discrimination, harassment and victimisation in accordance with the school's policies, procedures and guidance.
- Take responsibility for recording, managing and analysing incidents of discrimination, harassment and victimisation.

It is the responsibility of all staff to:

- Treat colleagues, children and visitors with dignity and respect, and avoid behaving in any manner that may give rise to claims of discrimination, harassment or victimisation.
- Support and participate in any measures introduced to promote equality and diversity.
- Actively challenge discrimination and disadvantage in accordance with their responsibilities.
- Report any issues associated with equality and diversity.

It is important to appreciate that an employee is personally responsible for their own acts of discrimination, harassment or victimisation carried out during their employment, whether or not the employer is also liable.

Any attempt to instruct, cause or induce another person to discriminate, harass or victimise a third person will also amount to unlawful discrimination, and any employee doing so will be subject to disciplinary action.