



Equality Policy

Status of policy: Statutory

Frequency of review: Every 4 years

Date of most recent review: 17th November 2022

Date of next review: November 2026

Approved by: FGM on the 17th November 2022 (S.Dool, Chair of Governors)

Background

In agreement with the Local Authority's policy on equality, Parkgate Primary School considers the equal provision of services and opportunities to all those it serves and employs to be a matter of fundamental importance to the school's well-being.

In accordance with its obligations under the Equality Act 2010, the School has adopted and follows this policy of equality to ensure it protects its community from discrimination.

The school community is made up of its **pupils** and prospective pupils, **parents** and **carers**, **employees** and **members of the local community**.

Aims

The 3 main aims of this policy are to ensure the:-

1. **Elimination** of unlawful discrimination, harassment and victimisation;
2. To **advance** equality of opportunity between people who share a relevant protected characteristic and those who do not; and
3. To **foster good relations** between people who share a relevant protected characteristic and those who don't.

Protected Characteristics

This policy is designed to protect groups of people who have protected characteristics. The **protected characteristics** are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion and belief
- Sex (gender)
- Sexual orientation
- Age (in relation to employees only)

It is unlawful to discriminate against an individual accessing education provision and the school will not discriminate against a pupil in regards to:

- Admissions
- Provision of education
- Access to benefit, facility or service
- Suspension and Permanent exclusion.

Responsibility

- The teacher within this school who has responsibility for the implementation, monitoring and reviewing of this Policy for Equality is the **Head teacher**.
- The **Governors** will;
 - Evaluate how well the School is achieving the aims listed above; and
 - identify any gaps in meeting those aims; and
 - set at least 3 measurable objectives for the school to focus on over the next 3 years and prioritise them; these are the 3 objectives that have been set:
 1. Objective 1: To monitor and analyse pupil achievement by race, gender and special educational need or disability and act on any trends or patterns in the data that require additional support for pupils.
 2. Objective 2: To raise levels of attainment in core subjects for vulnerable learners. For vulnerable learners to achieve national average levels in Reading, Writing and Maths.
 3. Objective 3: To raise levels of parental and pupil engagement in learning and school life, across all activities including regular attendance by all children to ensure equity and fairness in access and engagement.
 - Prepare and publish information which demonstrates the school's compliance with its duties under the Equality Act 2010

How the School will meet these aims

The school will work with its community to ensure this policy is embedded in everything it does.

The school will continue to;

1. provide equality of opportunity to all members of staff and to prevent unlawful discrimination in employment or service provision; and
2. provide equality of opportunity to all pupils and access to all areas of the curriculum and to prevent unlawful discrimination in the education provided; and
3. draw the attention of management to alleged discriminatory acts or practices; and

4. neither to victimise nor attempt to victimise any staff or pupils on the grounds that they have made complaints or provided information about discrimination.