
The Dingle Primary School

Equality Policy

1 Our Vision Statement

The Dingle Primary School is a special place full of learning, laughter and friendship and where all children are happy, feel safe and are valued.

At The Dingle Primary, we provide the best primary education in a stimulating environment. The school develops a love of learning inspired by quality teaching, building and developing upon individual strengths and talents. We believe every child is entitled to enjoy his or her childhood. We teach the importance of moral values and provide the foundation for life-long friendships.

Children educated at The Dingle are tolerant, committed and confident. The School works in close partnership with the community to develop citizens who will lead happy and rewarding lives.

2. Equality and Diversity Statement

This policy outlines the commitment of the staff and Governors of The Dingle Primary School to promote equality.

In accordance with our vision statement and school values we endeavour:

To respect the equal human rights of all our pupils, staff and other stakeholders

- To promote equality and diversity
- To tackle the barriers which could lead to unequal outcomes for identified groups of pupils
- To educate pupils about equality
- To respect the equal rights of our staff and other members of the school community

We will assess our current school practices and implement all necessary resulting actions in relation to:

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- Gender
- Race
- Disability
- Religious belief
- Age
- Sexual orientation
- Pregnancy and maternity
- Socio-economic background and other protected characteristics

We will promote community cohesion at school, local, national and global levels, comparing our school community to its local and national context and implementing all necessary actions.

3. Statutory Requirements

As a school we welcome our duties under the Equality Act 2010. As a Public Body we are also subject to the Public Sector Equality Duty (April 2011) and have duties under the Education and Inspections Act 2006. The general duties are to:

- Eliminate unlawful discrimination, harassment, victimisation and other conduct that is prohibited by the Acts
- 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.
- Improve community cohesion

We understand the principle of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. In order to meet our general duties, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality information through for example Governor meetings – to demonstrate compliance with the general duty across its functions
- Prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse the data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. For example this will include the following functions:

- Teaching and learning
- Curriculum design
- SEND provision
- Recruitment
- Prejudice related incidents

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Our objectives will detail how we will ensure equality is applied to the services listed above. However where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion. We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

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 less well in the education system. We provide both our pupils and staff with an 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.

4. Responsibilities

We believe that promoting Equality is a whole school responsibility:

School Community	Responsibility
Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these.
Headteacher	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensure that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all members of staff are aware of their responsibility to record and report prejudice related incidents.
Senior Leadership Team	To support the Headteacher as above Ensure fair treatment and access to services and opportunities. Ensure that all members of staff are aware of their responsibility to record and report prejudice related incidents.

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Teaching Staff	<p>Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum Ensure that they are aware of their responsibility to record and report prejudice related incidents.</p>
Non-Teaching Staff	<p>Support the school and the governing body in delivering a fair and equitable service to all stakeholders Uphold the commitment made by the head teacher on how pupils and parents/carers can be expected to be treated Support colleagues within the school community Ensure that you are aware of your responsibility to record and report prejudice related incidents</p>
Parents	<p>Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.</p>
Pupils	<p>Supporting the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.</p>
Local Community Members	<p>Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all. We will ensure that the whole school community is aware of the Equality Policy and our published equality information and equality objectives by publishing them on the school website .</p>

Complaints

Complaints in regard to this policy will be dealt with via the school’s complaint procedure, a copy of which is available on the school’s website.

Agreed by Governors on 29/3/23

Person responsible – Mr B Cox, Head Teacher

Signed  Dated 29/3/23

(Chair of Governors)