



## **EQUALITY POLICY**

At Brennand's Endowed Primary School, our Christian vision shapes all that we do, "Be kind to one another, tender-hearted, forgiving one another as God in Christ forgave you". Ephesians 4:32

Equality is a key principle for us at Brennand's Endowed Primary School. Treating all people fairly and creating a society in which everyone has the opportunity to fulfil their potential - irrespective of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination.

### **1. Statement of Principles**

We work hard to ensure that all of our pupils are included in all parts of school life. We begin with high quality teaching, ensuring that all of our staff are trained to support all children. For children with special educational needs or disability, we make reasonable adjustments and call upon the support of external experts. We have high expectations for all of our children and track the progress they make carefully, ensuring timely and high quality intervention is in place where necessary. It is important that we work closely with families, and the child is always at the heart of our approach. We provide a safe, inclusive environment, in which all children feel welcome and valued. In our school, the child is always at the heart of what we do.

Our Vision at Brennand's is we flourish with family, friendship and faith. We aspire for everyone to be caring, confident and polite.

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it



Having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.

## 2. Legislation and Guidance

This document refers to the following legislation:

The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination

The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

Other supporting documents are Department for Education (DfE) guidance: The Equality Act 2010 and schools:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/315587/Equality\\_Act\\_Advice\\_Final.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf) and the Equality and Human Rights Commission:

Technical Guidance for Schools:

<https://www.equalityhumanrights.com/en/publicationdownload/technical-guidance-schools-england>

## 3. Roles and Responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school,



including to staff, pupils and parents, and that they are reviewed and updated at least once every four years

- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Head Teacher
- The equality link governor is Claire Cowking.  
She will:
- Meet with the designated member of staff for equality and other relevant staff members, to discuss any issues and how these are being addressed and ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training and report back to the full governing board regarding any issues

The Head Teacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 7. All staff will promote an inclusive and collaborative ethos in the school, challenge inappropriate language and behaviour, respond appropriately to incidents of discrimination and harassment, ensure appropriate support for children with additional needs and maintain a good level of awareness of equalities issues.
- All members of the school community have a responsibility to treat each other with respect, to feel valued, and to speak out if they witness or are subject to any inappropriate language or behaviour.
- We will take steps to ensure all visitors to the school adhere to our commitment to equality.

#### **4. Eliminating discrimination**



At Brennand's Endowed Primary School, we recognise that all members of the school and our wider community are of equal value. The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions. Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting, it is recorded in the meeting minutes.

The Head Teacher is responsible for monitoring equality issues, aided by our equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

## **5. Ethos**

At Brennand's Endowed Primary School, the leadership of the School Community demonstrates mutual respect for all members of the School Community. At Brennand's there is openness we welcome everyone to our school. The openness and the School family we have created is often commented on by visitors.

The School community will challenge any discriminatory / bullying behaviour.

We expect all staff and pupils to greet visitors with warmth and respect. The School Values make up our curriculum and they are reflected across School life. We teach children values and equality through assemblies PSHE and RE lessons.

Provision and displays around the school reflect diversity and cater for the religious and spiritual needs of the children alongside assemblies and classroom and external based activities.



## 6. Monitoring and Review

At Brennand's we are an inclusive School we are working towards greater equality. We use the curriculum and teaching to enhance self esteem and confidence in all our pupils so that every child can reach their full potential.

As well as monitoring pupil performance information, we also monitor a range of other information for example :

- Attendance
- Exclusions
- Racism, disabilism, sexism, homophobia and all forms of bullying
- Parental Involvement

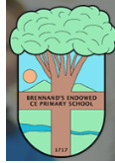
Our monitoring enables us to identify any differences in pupil performance and provide support as and when required. We can then take appropriate action to meet the needs of specific groups.

We aim to be committed to providing a working environment free from discrimination, bullying, harassment and victimisation.

We use the LCC application forms for recruitment which includes equality information.

The Head Teacher and Chair of Governors are responsible for the monitoring and evaluation of the Equality Policy and they will ensure that training is organised and work with the governing body on matters relating to equality.

## 7. Developing Best Practice



At Brennand's we aim to provide pupils with the opportunity to succeed and reach the highest level of personal achievement.

We have high expectations of all pupils regardless of their gender, ethnicity, disability, religion, belief, sexual orientation, age or any other recognised area of discrimination.

To do this we will :

- Provide equality of access to all pupils and prepare them for life in a diverse community
- Use teaching materials that reflect a range of cultural backgrounds, without stereotyping
- Use materials to promote positive images of all people
- Promote attitudes and values that will challenge discriminatory behaviour
- Provide opportunities for pupils to appreciate their own culture and religion and celebrate the diversity of other cultures
- Use a range of sensitive teaching strategies when teaching about cultural and religious traditions
- Involve parents in supporting their child's education
- Provide educational visits and extend opportunities
- Teacher enthusiasm is a vital factor in achieving a high level of motivation from pupils
- Adults in School will provide positive role models to all issues relating to equality
- Brennand's continues to place a high priority on the provision for Special Educational Needs and Disability
- The School will provide an environment in which all pupils have equal access to all facilities and resources
- Planning reflects our commitment to equality in all subjects and cross curricular themes promote attitudes to equality and diversity



- Our resources reflect the reality of an ethnically, culturally and sexually diverse society
- All members of the School Community understand to use appropriate language which does not transmit or confirm stereotypes, does not offend and use appropriate language when referring to particular groups and individuals

As part of our work on developing Equality at Brennand's, we have decided this year (2022 - 2023) to join Lancashire's Equality Mark programme.

The Lancashire Equality Mark is awarded to schools who have taken measures to embed Equality throughout their practice with the goal of enabling all pupils to thrive in a supportive learning community. It has been developed by a working group in Lancashire and provides a clear framework to guide schools through the process of auditing, developing and consolidating good practice in different areas of Equality. The Equality Mark is comprised of six individual Equality Badges:

Race Equality Badge

Gender and Gender Variance Equality Badge

Disability Equality Badge

Socio-economic Equality Badge

Sexual Orientation Equality Badge

Religion and Belief Equality Badge – ACHIEVED

When a school achieves all six badges they will be awarded the Equality Mark. Schools identify priorities each year that will make a difference in the area of equality in their school community and will support their wider development plans. In 2023 and 2024 we are aiming to achieve the Race and the Religion and Belief Equality badges. We have formed a working group that will meet

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once a term. Mrs Taylor will receive training from the Equality Mark team and then feedback to the working group.

Once we have achieved our first two badges, we will then prioritise two further badges to work towards. This is an exciting opportunity for us to develop practice in our school.

Date of last Review September 2023

Headteacher

Sarah White

Date : 1.2.2023

Chair of Governors

Claire Cowking

Date : 1.2.2023