



Sheldwich Primary School & Little Hedgehogs Pre-School



Equality Scheme

Incorporating Equality, Diversity and Inclusion Objectives

Introduction

A key measure in the Equality Act 2010 is the public sector Equality Duty, which came into force on 5 April 2011. The Equality Duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all.

The Equality Duty has three aims. It requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- foster good relations between people who share a protected characteristic and people who do not share it.

The new Equality Duty replaces the three previous public sector equality duties – for race, disability and gender. The new Equality Duty covers the following protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour or nationality
- religion or belief – this includes lack of belief
- sex
- sexual orientation

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

Under the Act schools and other public bodies have a specific duty to publish information to demonstrate their compliance with the Equality Duty, at least annually, and to set equality objectives at least every four years.

The school recognises that we have very specific obligations under “The General Duty to Promote Racial Equality and The General Duty to promote Disability Equality”. As a matter of good practice

and changes to current and future legislation, this document sets out an equality scheme whereby we are able to identify our priorities and areas for improvement in the wider context of equality.

Our wider equality scheme will promote and identify issues of inequality relating to the protected characteristics.

In particular we will focus on the monitoring process and we will identify issues impacting on all the above aspects of equality and aim to:

- promote equality of opportunity
- promote good relations
- eliminate unlawful discrimination
- eliminate harassment

The aim of our equality scheme is to enable us to achieve:

- the continuing positive development of policies
- an accessible inclusive learning environment
- a representative workforce at all levels

Each area of our scheme has its own section with clearly identified areas for improvement and action plans.

This document meets the requirements under 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

Responsibilities

The Governors are responsible for equal opportunities and the promotion of equality. They will keep the above aims in mind when identifying issues through the monitoring process.

The Headteacher is responsible for ensuring improvements and action plans are implemented and met.

All staff are responsible in the general promotion of equality.

This implementation plan will be updated annually.

Equal opportunities statement

The school will actively challenge barriers to equality of opportunity and achievement in education, training and employment. We will:

- Seek to challenge inequality, prejudice and discrimination
- Work towards equality of opportunity in education, training and employment for all
- Ensure our education promotes respect for the cultural, social and linguistic diversity of our communities

- Treat all pupils with respect and dignity, and seek to provide a learning environment free from harassment, discrimination and victimisation.
- Not tolerate any form of harassment or discriminatory behaviour against our pupils, either from other pupils, employees, or members of the public.
- Create an environment which is accessible, stimulating, encouraging and supportive of working, learning and achieving.
- Ensure all pupils have their achievements recognised and, where relevant, accredited.
- Ensure that the appropriate learning support is available for each pupil.
- Work to create a safe environment, which is accessible to all for working and learning
- Actively support the learning of pupils for whom English is an additional language.
- Embrace diversity in all its aspects, and aim to employ a workforce which reflects, at every level, the community it serves.
- Treat all employees with respect and dignity, and seek to provide a working environment free from harassment, discrimination and victimisation. We will not tolerate any form of harassment or discriminatory behaviour against our employees, either from other employees, pupils, or members of the public.
- Proactively uphold all aspects of legislation relating to equality of opportunity.

Monitoring arrangements

The Headteacher and governing body will update the equality information we publish, at least every year.

This document will be reviewed at least every 4 years

Links with other policies

This document links to the following policies:

- Attendance Policy
- Child Protection Policy
- Complaints Policy
- Behaviour Policy
- SEND

What	How	Who	When	Review
Attract a diverse pool of candidates	Consider different ways of advertising using a range of various advertising mechanisms. Regularly review and update recruitment documentation and practices to ensure there are no barriers to access	Headteacher and Governors' Finance & General Purposes Committee	In response to the occurrence of vacancies	
Provide access to learning support for all pupils	Resources and structure for assessment of pupils to identify and meet learning support needs Monitor additional support by disability. Identify patterns, issues, barriers and take action to remove these	SENCO	Ongoing	
Improve knowledge, skills and attitudes to enable pupils to appreciate and value difference and diversity	Through PSHE, RSE and constant evaluating curriculum areas to ensure pupils have access to a range of literature and sources of information from a range of cultures and backgrounds	Headteacher, Curriculum co-ordinators and all staff	On-going	

*Reviewed by SG/CL: January 2023
To be reviewed: January 2026*