



Policy Statement relating to Equality and Community Cohesion

Probus Primary School Policy Statement relating to Equality and Community Cohesion

As a school we welcome our duties under the **Equality Act 2010**. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

Our specific duties are to:

- publish information every year about our school population
- to explain how we have due regard for equality
- to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.

We are committed to fulfilling these duties both as an employer and a service-provider:

- We try to ensure that everyone is treated fairly and with respect.
- We want to make sure that our school is a safe, secure and stimulating place for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some pupils extra support is needed to help them to achieve and be successful.
- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, and through our School Council.
- We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.
- We will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:
 - Admissions
 - Attendance
 - Attainment
 - Exclusions
 - Prejudice related incidents

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

Probus Primary School recognises and values every child and their right personal fulfilment, safety, security and friendship. We welcome the emphasis in the Ofsted inspection framework on the importance of **narrowing gaps in achievement** which affects, amongst others:

- pupils from certain cultural and ethnic backgrounds
- pupils who belong to low-income households and pupils known to be eligible for free school meals
- pupils who are disabled

- pupils who have special educational needs
- boys in certain subjects, and girls in certain other subjects.

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 fare 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.

Breaches

Breaches of this statement will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the head teacher and governing body.

Related Policies

This policy is to be read in conjunction with the following policies:

- Safeguarding and Child Protection Policy
- Curriculum Policy
- Behaviour Policy
- Admissions Policy
- Anti- Bullying Policy
- Special Educational Needs Policy
- Staff Discipline, Conduct and Grievance Policy
- Allegations of Abuse against staff
- Sex and relationships Policy
- Whistleblowing Policy
- Accessibility Plan

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