



Equality Statement and Objectives Policy

Autumn 2021



Brierley Primary School & Little Bears Nursery
Mirion Street
Crewe
Cheshire
CW1 2AZ

Nurture, Aspire, Believe, Achieve

The Equality Statement and Objectives Policy has been developed in line with best practice and aims to:

- Ensure that each pupil, regardless of race, disability, gender, religion or sexual orientation, is able to achieve high standards and that strategies are in place to tackle underachievement.
- Ensure every pupil has access to the necessary teaching and support required to enable them to achieve their highest potential.
- Ensure that the school's procedures for disciplining pupils and managing behaviour are fair, effective and equitable.
- Ensure that we meet the needs of people: from all backgrounds, religions or beliefs, ages, genders, sexual orientations and abilities.
- To promote equality of access and opportunity within our school and within our wider community.

Roles and Responsibilities

Brierley Primary 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.

Roles and Responsibilities

The governing board of Brierley Primary School will

- Ensure that equality information and objectives are published and communicated through 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 Headteacher and Assistant Headteachers.

Public Sector Equality Duty

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct 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** between people who share a protected characteristic and people who do not share it.

Brierley Primary School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following key principles:

1. All learners are of equal value.
2. We recognise and respect difference.
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. We observe good equalities practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our children.

Equality Information 2021/2022

Number of pupils on roll at the school: 218

Age of pupils: 3 to 11

Information on pupils by protected characteristics

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. As every person has several of the protected characteristics, the Act protects everyone against unfair treatment.

The school collects information on protected characteristics as listed below.

Number of children on roll	218
Age	3-11 years
Race/Ethnicity	Percentage:
White British	64.22%
White – Any other white background	20.10%
Indian	4.12%
Any other Asian	0.9%
Any other black	0.45%
Any other ethnic	0.45%
Any other mixed	2.29%
Bangladeshi	0.45%
Black African	2.29%
Gypsy	1.37%
W&B Carribbean	3.21%
Gender	
Male	58.3%
Female	41.7%
Pupils eligible for Free School Meals (FSM):	30.73%
Pupils eligible for Pupil Premium Funding – Disadvantage group:	33.89%
Pupils eligible for Early Years Pupil Premium Funding – Disadvantage group:	0.4%
Pupils with Special Educational Needs (SEN)	
SEN Support	26.6%
EHC	3.21%
SEND overall	29.8%
Pupils with English as an Additional Language (EAL)	30.7%
Looked After Children	0%

Post Looked After Children	0.9%

Through rigorous tracking and monitoring of individuals and of all the groups of children, including progress and attainment, and by providing equal opportunities to access the curriculum and activities, we aim to ensure that any gap in attainment for pupils within any of the above different groups is removed, or at least remains less than the gap nationally.

Eliminating discrimination and other conduct that is prohibited by the Act

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at Brierley Primary School. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

We eliminate discrimination by:

- Adoption of the single Equality Scheme
- Our behaviour policy, bullying policy and our whole school approach works towards all children feeling safe at school and addresses prejudicial bullying
- Reporting, responding to and monitoring all racist incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular activities
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.

Advancing equality of opportunity between people who share a protected characteristic and people who do not share it

We advance equality of opportunity by:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention
- Listening to parents/carers
- Listening to pupils at all times

Fostering good relations across all characteristics – between people who share a protected characteristic and people who do not share it

We foster good relations by:

- Ensuring that Brierley Primary School is seen as part of the Crewe community
- Ensuring that equality and diversity are embedded in the curriculum and in collective worship.

Equality Objectives

At Brierley Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:-

Objective 1:

To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

Objective 2:

To raise levels of attainment in core subjects for vulnerable learners.

Objective 3:

Promote understanding and respect for differences through a rich range of experiences.

The local governing board will monitor these objectives on an annual basis.

Our governing body will:

- Designate a governor with specific responsibility for the Equality Policy.
- Ensure that the objectives arising from the policy are part of the School Development Plan.
- Support the Headteacher in implementing any actions necessary.
- Engage with parents and partner agencies about the policy.
- Evaluate and review the policy annually and the objectives every 4 years.

Our Senior Leadership Team will:

- Have responsibility for supporting other staff in implementing this Policy.
- Provide a lead in the dissemination of information relating to the Policy.
- With the Headteacher, provide advice/support in dealing with any incidents/issues.
- Assist in implementing reviews of this policy.

Race

We recognise that black and ethnic minority people experience discrimination on the basis of colour, race, nationality and ethnic origin. This discrimination manifests itself in all areas of life. Racial harassment and violence is one of the most serious consequences of racism, damaging people emotionally and physically and limiting life choices and opportunities. We will take all necessary measures to prevent and tackle racial harassment and assist our learners to live in freedom from harassment and to feel safe as they enjoy and achieve throughout their time at our school.

We are committed to working for the equality of all ethnic groups. The Governing Body understands its accountability.

Under the duties of the Equality Act we will:

- Tackle unlawful discrimination by:
 - Keeping accurate records of all ethnic groups, their backgrounds and needs and how we respond to them.

- Dealing with complaints of discrimination and harassment speedily.
- Challenging and dealing with racist incidents in schools and notify complainants of the outcomes and action taken.
- Encouraging dialogue between different racial groups to advance equality by:
 - Expanding access and achievement across all communities and in all areas of school activity.
 - Promoting the active participation of minority communities in shaping the future of our school.
 - Consulting with ethnic minority learners, their families and staff on issues affecting them rather than with people acting on their behalf.
- Ensuring the school staff, learners and their families as well as the wider community fully understand the principles of race equality and good race relations. Foster good relations and cohesion by:
 - Promoting activities that celebrate our common experience as well as those that recognise diversity.
 - Encouraging learners and their families of all ethnic groups to participate fully in all aspects of school life.
 - Fostering understanding and respect for the cultures and faiths of all our learners and their families.
 - Countering myths and misinformation that may undermine good community relations.

Disability

We recognise that people with disabilities experience discrimination across all areas of life. We welcome the requirements of the Equality Act and set out our commitment to meeting the duties in relation to disability. Our aim is to advance disability equality across all areas of the school, to disabled pupils, staff, parents, carers and other school users.

We are committed to working for the equality of people with and without disabilities. The Governing Body understands its accountability.

Under the duties of the Equality Act we will:

- Tackle unlawful discrimination against people with disabilities by:
 - Challenging patronising or discriminating attitudes.
 - Making the environment as safe as possible and challenging antisocial or bullying behaviour against, or harassment of, disabled learners, staff and families.
 - Monitoring and eliminating discrimination and disability related harassment.
- Improve the environment of the school to increase the extent to which disabled learners can take advantage of education and associated services to advance equality for people with disabilities by:
 - Removing barriers to accessibility, particularly in relation to education, employment and access to services, information and buildings.
 - Increasing the extent to which disabled learners can participate in the school curriculum.
 - Providing where possible, support, assistance and care to disabled learners to enable them to lead independent lives.
 - Supporting disabled learners, staff and carers according to their individual need.
 - Taking steps to meet people's needs related to their disability, even if this requires more favourable treatment.
 - Involving disabled learners, their families and disabled staff in the changes and

- improvements we make and consulting them on issues affecting them, rather than with people acting on their behalf.
- Monitoring staff and learners by disability.

We will foster good relations and cohesion by:

- Promoting equality of opportunity between people with disabilities and other people.
- Promoting positive attitudes towards people with disabilities
- Increasing the inclusion of positive images of people with disabilities across the curriculum
- Encouraging participation of people with disabilities in school life.

Gender

We are committed to combating sex discrimination and sexism and promoting the equality of women and men. We recognise that society has stereotypes for both women and men, and both women and men can lose opportunities because of these stereotypes. We are aware that staff with caring and domestic responsibilities may need to work part-time or flexible working hours. We will work in partnership with other agencies to eliminate sexual harassment, domestic violence and other hate crimes.

Tackle unlawful discrimination by:

- Eliminate unlawful discrimination and harassment on the grounds of sex, including domestic violence, sexual violence, bullying and exploitation.
- Challenging patronising or discriminating attitudes.
- Making the environment as safe as possible and challenging antisocial or bullying behaviour against, or harassment of girls, boys, women and men.

Advance equality for girls, boys, women and men, in all our functions by:

- Monitoring learner outcomes and achievement by gender.
- Monitoring staffing and pay by gender.

Foster good relations and cohesion by:

- Promoting equality of opportunity between men and women.
- Increasing the inclusion of positive, non-stereotypical images of women and men, girls and boys across the curriculum.
- Encouraging the equal participation of boys and girls, women and men in all aspects of school life.

Religion and Belief

We recognise that the Equality Act 2010 requires us to assess the impacts of our policies; functions and procedures have on promoting equality for people based on their religion, belief and non-belief. We will take all necessary measures to prevent and tackle discrimination and assist our learners to live in freedom from harassment and to feel safe as they enjoy and achieve throughout their time at our school.

We are committed to working for the equality for people based on their religion, belief and non-belief. The Governing Body understands its accountability under the Equality Act and we will give due regard to the need to:

Tackle unlawful discrimination by:

- Monitoring and eliminating unlawful discrimination and harassment on the grounds of religion or belief.
- Making the environment as safe as possible and challenging antisocial or bullying behaviour on the grounds of religion, belief or non-belief.

Advance equality in all our functions by:

- Removing any barriers which prevent children and adults of all religions, beliefs or non-belief taking a full part in our school life.
- Assessing the impacts of our policies and procedures on promoting equality based on religion, belief and non-belief.

Foster good relations and cohesion by:

- Encouraging the equal participation of people of all religions, beliefs and non-belief in all aspects of school life.

The school curriculum reflects the attitudes, values and respect that we hold for different religious groups and cultural beliefs. The school will not tolerate any incidents of religious or cultural intolerance. The school, should however an incident occur, will act immediately to resolve and prevent any repetitions of the incident.

Sexual Orientation and Gender Identity

We respect the rights of individuals to be open about their sexual orientation. We tackle homophobia, challenge stereotyping and aim to improve knowledge about LGBTQIA+ communities, both internally and within the community as a whole.

We are committed to combating discrimination faced by lesbians, gay men and bisexual and transgendered (LGBT) people. We want to ensure equality of opportunity for LGBTQIA+ people across services and employment. We recognise that the Equality Act 2010 requires us to assess the impacts of our policies, functions and procedures have on advancing equality for people based on their sexual orientation. We will take all necessary measures to prevent and tackle discrimination and assist our learners to live in freedom from harassment and to feel safe as they enjoy and achieve throughout their time at our school.

We are aware that prejudice and stereotyping is caused by low self-esteem and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all. The school will not tolerate any incidents of Sexual Orientation and Gender Identity Intolerance. The school, should however an incident occur, will act immediately to resolve and prevent any repetitions of the incident.

The Governing Body understands its accountability under the Equality Act and we will give due regard to the need to:

Tackle unlawful discrimination by:

- Taking a pro-active approach to preventing all forms of homophobia within the school.
- Challenging patronising or discriminating attitudes and homophobic language.
- Making the environment as safe as possible and challenging antisocial or bullying behaviour against, or harassment on the grounds of sexual orientation or gender identity.
- Dealing with complaints of discrimination and harassment speedily and notify complainants of the outcome and actions taken.

Advance equality for of LGBT people in all our functions by:

- Assessing the impacts of our policies, functions and procedures on promoting sexual orientation equality.

Foster good relations and cohesion by:

- Promoting equality of opportunity between men and women.
- Increasing the inclusion of positive, non-stereotypical images of LGBTQIA+ people and the contributions they have made to different aspects of the curriculum.

Age

Age equality means securing the equal participation in society of people of every age, securing a balance between equal citizenship, equality of opportunity, equality of outcome and respect for difference.

We are committed to promoting equality of opportunity for younger and older people. We recognise that society has negative attitudes, stereotypes and myths about youth, ageing, younger and older people. These attitudes and beliefs can lead to both younger and older people being socially and economically disadvantaged, excluded and marginalised. We believe that younger and older people have the right to equality of opportunity and that they make a significant and valuable contribution to the community at large. We challenge prejudice and stereotyping by age through positive educational experiences in the curriculum. Through this approach we aim to promote positive social attitudes and respect for all.

Tackle unlawful discrimination by:

- Challenging patronising or discriminating attitudes and language.
- Dealing with complaints of discrimination and harassment speedily and notify complainants of the outcome and actions taken.

Advance equality by:

- Assessing the impacts of our policies, functions and procedures on promoting age equality.

Foster good relations and cohesion by:

- Increasing the inclusion of positive, non-stereotypical images of people of all ages and the contributions they have made to different aspects of the curriculum.

Anti-Bullying

Our school states clearly that all forms of bullying and discrimination are unacceptable and will not be tolerated. We recognise that a strong and well observed anti bullying policy will have a positive impact on the lives of children from all equality groups. We have therefore set out the measures that our school will take to address bullying and discriminatory incidents in our Anti-Bullying Policy. We monitor and submit data regarding bullying and discriminatory incidents to the Governing Body and Local Authority as required.

The school will not tolerate any incidents of bullying. The school, however, should an incident occur, will act immediately to resolve and prevent any repetitions of the incident.

Employment Practices

In our school we ensure that we observe the principles of equal opportunities in how we employ, develop and treat our staff.

Due Regard

Under the legislation we are required to pay due regard to equalities when planning and implementing policies, functions or procedures. We need to understand whether our policies and services are meeting everyone's needs and that anyone who needs to can get access to them.

Equality Objectives Summary

- 1.** We do not discriminate against anyone, be they staff or pupil, on the grounds of their sex, race, colour, religion, nationality, age, sexual orientation, disability, gender realignment, ethnic or national origins. This is in line with National Legislation and covers both direct and indirect discrimination.
- 2.** We promote the principles of fairness and justice for all through the education that we provide in our school.
- 3.** We aim to ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- 4.** We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- 5.** We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- 6.** We challenge stereotyping and prejudice whenever it occurs.
- 7.** We celebrate the cultural diversity of our school and wider community and show respect for all minority groups.
- 8.** We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.
- 9.** We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident. Should anyone at our school be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have.
- 10.** We endeavour to make our school welcoming to all minority groups and our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups.
- 11.** We do not tolerate any form of sexism or sexist behaviour, and should incidences occur, we will act immediately to prevent a recurrence of the incident. We will do all we can to provide support to anyone who has been a victim of sexism.
- 12.** We do not tolerate incidences of religious intolerance. Should an incident occur, the school will act immediately to make sure that the incident is not repeated. The school curriculum reflects the attitudes, values, and respect that we hold for different religious groups. Should anyone at the school be the victim of religious intolerance, we will do all we can to support that person in overcoming any difficulties that they may have.

MONITORING

Data relating to the operation of this policy will be collated and monitored regularly to ensure that the policy is operating fairly, consistently and effectively. Issues that are identified from the data will be dealt with appropriately.

REVIEW

The policy will be reviewed in the light of operating experience and/or changes in legislation or further issued guidance from the DfE or every four years if there have been no changes.