

# KNAYTON C OF E PRIMARY SCHOOL

- Learning for Life -



## Equality Policy

Reviewed January 2017

### Vision

At Knayton, we have a shared vision to create a school where children are equipped, inspired, celebrated, valued and empowered. Our welcoming, positive and caring ethos defines our school and is commented on by children, staff, parents and visitors. We aim to provide every child in our care with the most unique educational experience, developing their skills, knowledge, understanding and talents, and instilling within our children the core values of respect, tolerance, happiness and a lifelong love of learning.

The achievement of pupils will be monitored by race, gender and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes through P4C, PSCHE, collective worship, nurture times. We are proud of our school which champions respect for all. At Knayton Primary School we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

### Aims

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, we will:

- Use pupil progress data to improve the ways in which we provide support to individuals and groups of pupils;
- Monitor achievement data by ethnicity, gender and disability and action any gaps;
- Take account of the achievement of all pupils when planning for future learning and setting challenging targets;
- Ensure equality of access for all pupils and prepare them for life modern Britain;



Headteacher – Mrs Nikkie Beniams

Telephone 01845 537 291 • Fax 01845 537 257 • Email [admin@knayton.n-yorks.sch.uk](mailto:admin@knayton.n-yorks.sch.uk) • Website [www.knayton.n-yorks.sch.uk](http://www.knayton.n-yorks.sch.uk)  
Stockton Road, Knayton, Thirsk, North Yorkshire YO7 4AN

# KNAYTON C OF E PRIMARY SCHOOL

- Learning for Life -



- Use materials that reflect the diversity of the school, population and local community in terms of race, gender and disability, without stereotyping;
- Promote attitudes and values that will challenge racist and other discriminatory behaviour or prejudice;
- Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
- Seek to involve all parents in supporting their child's education;
- Encouraging classroom discussion of equality issues which reflect on social stereotypes, expectations and the impact on learning;
- Including teaching and classroom-based approaches appropriate for the whole school population, which are inclusive and reflective of our pupils.

## Admissions and exclusions

Our admissions arrangements are fair and transparent, and do not discriminate on race, gender, disability or socio-economic factors.

Exclusions will always be based on the school's Behaviour Policy. We will closely monitor exclusions to avoid any potential adverse impact and ensure any discrepancies are identified and dealt with.

## Equal Opportunities for Staff

This section deals with aspects of equal opportunities relating to staff at Knayton Primary School. We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. However we are concerned to ensure wherever possible that the staffing of the school reflects the diversity of our community.

## Employer duties

As an employer we need to ensure that we eliminate discrimination and harassment in our



Headteacher – Mrs Nikkie Beniams

Telephone 01845 537 291 • Fax 01845 537 257 • Email [admin@knayton.n-yorks.sch.uk](mailto:admin@knayton.n-yorks.sch.uk) • Website [www.knayton.n-yorks.sch.uk](http://www.knayton.n-yorks.sch.uk)

Stockton Road, Knayton, Thirsk, North Yorkshire YO7 4AN



employment practice and actively promote equality across all groups within our workforce. Equality aspects such as gender, race, disability, sexual orientation, gender re-assignment and faith or religion are considered when appointing staff and particularly when allocating Teaching and Learning Responsibilities (TLR) or re-evaluating staff structures, to ensure decisions are free of discrimination.

Actions to ensure this commitment is met include:

- Monitoring recruitment and retention including bullying and harassment of staff;
- Continued professional development opportunities for all staff;
- Senior Leadership Team support to ensure equality of opportunity for all.

## Equality and the law

There are a number of statutory duties that must be met by every school in line with legislation from the Disability Equality Duty (2005), Equality Act (2006) and the Equality Act (2010).

### Public Sector Equality Duty

Under the Equality Act 2010, it is unlawful to discriminate against a pupil or prospective pupil by treating them less favourably on the basis of a 'protected characteristic.'

The protected characteristics are:

- Sex
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity

A person's age is also a protected characteristic in relation to employment, and in regard to the provision for goods and services. It does not however apply to pupils, and so the school is free to arrange pupils in classes based on their age group with materials appropriate to them.



Headteacher – Mrs Nikkie Beniams

# KNAYTON C OF E PRIMARY SCHOOL

- Learning for Life -



## Race Equality

The definition of race includes colour, nationality and ethnic or national origins.

## Disability

This section should be read in conjunction with the school's Special Educational Needs Policy and Accessibility Strategy.

The Equality Act 2010 defines a disabled person as someone who has 'a physical or mental impairment which has a substantial or long-term adverse effect on his or her ability to carry out normal day-to-day activities'. The Equality Act 2010 places a general duty on schools, requiring them to have due regard for the following when carrying out and delivering services:

- Promoting equality of opportunity between disabled people and other people;
- Eliminating discrimination and harassment of disabled people that is related to their disability;
- Promoting positive attitudes towards disabled people;
- Taking steps to meet disabled people's needs, even if this requires more favourable treatment.

## Gender Equality

The Gender Equality Duty 2006 places a general and specific duty on schools to eliminate unlawful discrimination and harassment on the grounds of gender and to promote equality of opportunity between female and male pupils and between women and men and transgender people.

## Sexual Orientation

The Equality Act 2006 made provision for regulations to be introduced to extend protection against discrimination on grounds of religion or belief to sexual orientation.

The Equality Act (Sexual Orientation) Regulations 2007 came into force on 30 April 2007, and they make discrimination unlawful in the area of goods, facilities and services on grounds of sexual



Headteacher – Mrs Nikkie Beniams

Telephone 01845 537 291 • Fax 01845 537 257 • Email [admin@knayton.n-yorks.sch.uk](mailto:admin@knayton.n-yorks.sch.uk) • Website [www.knayton.n-yorks.sch.uk](http://www.knayton.n-yorks.sch.uk)  
Stockton Road, Knayton, Thirsk, North Yorkshire YO7 4AN

# KNAYTON C OF E PRIMARY SCHOOL

- Learning for Life -



orientation. For schools this means admissions, benefits and services for pupils and treatment of pupils.

## Monitoring Equality

We will regularly monitor how the pupils, parents and staff on how they are tackling equality. We will do this though:

- Feedback from the annual parent questionnaire, parents' evening, parent-school formal meetings or governors' parent-consultation evenings;
- Input from staff surveys or through staff meetings;
- Feedback from the school council, PSHCE lessons, P4C lessons, whole school surveys on children's attitudes to self and school;
- Feedback at governing body meetings.

## Roles and Responsibilities

### The role of governors

- The governing body has set out its commitment to equal opportunities in this plan and it will continue to do all it can to ensure that the school is fully inclusive to pupils, and responsive to their needs based on the protected characteristics.
- The governing body seeks to ensure that people are not discriminated against when applying for jobs at our school on grounds of the protected characteristics.
- The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities, and also strive to make school communications as inclusive as possible for parents, carers and pupils.
- The governors welcome all applications to join the school, whatever a child's socioeconomic background, race, gender or disability.
- The governing body ensures that no child is discriminated against whilst in our school on account of their race, sex or disability, gender, religion and belief or the fact that they are pregnant or are undergoing gender reassignment.



Headteacher – Mrs Nikkie Beniams

Telephone 01845 537 291 • Fax 01845 537 257 • Email [admin@knayton.n-yorks.sch.uk](mailto:admin@knayton.n-yorks.sch.uk) • Website [www.knayton.n-yorks.sch.uk](http://www.knayton.n-yorks.sch.uk)

Stockton Road, Knayton, Thirsk, North Yorkshire YO7 4AN



## The role of the headteacher

- It is the headteacher's role to implement the school's Equality Plan and she is supported by the governing body in doing so.
- It is the headteacher's role to ensure that all staff are aware of the Equality Plan, and that teachers apply these guidelines fairly in all situations.
- The headteacher ensures that all appointments panels give due regard to this plan, so that no-one is discriminated against when it comes to employment or training opportunities.
- The headteacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people and equal opportunities to participate in all aspects of school life.
- The headteacher treats all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, with due seriousness.

## The role of all staff

- All staff will ensure that all pupils are treated fairly, equally and with respect, and will maintain awareness of the school's Equality Policy and objectives.
- All staff will strive to provide material that gives positive images based on race, gender and disability, and challenges stereotypical images.
- All staff will challenge any incidents of prejudice, racism or homophobia, and record any serious incidents, drawing them to the attention of the headteacher.
- Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any discriminatory incidents.

## Tackling discrimination

Harassment or victimisation on account of race, gender, disability or sexual orientation, gender reassignment or pregnancy is unacceptable and is not tolerated within the school environment.



Headteacher – Mrs Nikkie Beniams

Telephone 01845 537 291 • Fax 01845 537 257 • Email [admin@knayton.n-yorks.sch.uk](mailto:admin@knayton.n-yorks.sch.uk) • Website [www.knayton.n-yorks.sch.uk](http://www.knayton.n-yorks.sch.uk)

Stockton Road, Knayton, Thirsk, North Yorkshire YO7 4AN



All staff are expected to deal with any discriminatory incidents that may occur. They are expected to know how to identify and challenge prejudice and stereotyping; and to support the full range of diverse needs according to a pupil's individual circumstances.

Types of discriminatory incidents that can occur are:

- Physical assault against a person or group because of their colour, ethnicity, nationality, disability, sexual orientation or gender;
- Use of derogatory names, insults and jokes;
- Racist, sexist, homophobic or discriminatory graffiti;
- Provocative behaviour such as wearing racist, sexist, homophobic or discriminatory badges or insignia;
- Bringing discriminatory material into school;
- Verbal abuse and threats;
- Incitement of others to discriminate or bully due to victim's race, disability, gender or sexual orientation;
- Discriminatory comments in the course of discussion;
- Attempts to recruit others to discriminatory organisations and groups;
- Ridicule of an individual for difference e.g. food, music, religion, dress etc;
- Refusal to co-operate with other people on grounds of race, gender, disability or sexual orientation.

## Responding to and reporting incidents

We will respond to incidents very seriously and follow our behaviour and anti- policies. The Headteacher will be involved and the appropriate actions taken. The learning mentor will monitor these incidents and actions closely and follow the procedures outlined in the behaviour policy.



Headteacher – Mrs Nikkie Beniams