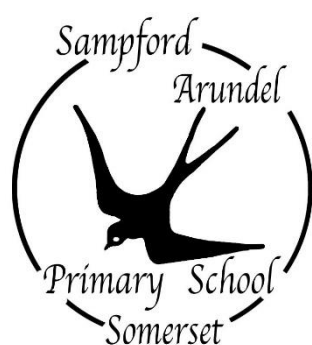


Wellington Area Rural Federation



Stawley School

Single Equalities Policy and Scheme.

APPENDIX A Equal Opportunities Policy - Added March 2020

Status:	STATUTORY
Responsible person:	HEADTEACHER
Responsible Governor :	CHAIR OF GOVERNORS
Ratified by the Head Teacher:	March 2023
Date first approved by the Governing Body:	March 2022
Review Period:	Annually
Review Date:	March 2024

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1. Introduction

Sampford Arundel & Stawley Primary Schools welcome their responsibilities under recent legislation to promote equality of opportunity and outcomes for different groups of people. Although we are not required to produce a single equalities scheme, there are many similarities between the expectations of different pieces of legislation and we believe that a single scheme will promote effective action to address inequalities. This scheme will therefore describe how we meet our obligations to promote:

1. Race equality, including equality for people of different religions and beliefs;
2. Disability equality;
3. Gender equality;
4. Community cohesion.

It will also include actions designed to ensure we fulfil our obligations to meet the needs of lesbian, gay, bisexual and transgender people.

A guide to the legislation from which the above duties arise is included in **Appendix I**.

In writing this scheme we have drawn on the Single Equality Scheme produced by the Department for Children, School and Families (DCSF) in Autumn 2007. The introduction to the DCSF scheme sums up the reasons why schools and other public organisations are now required to produce equalities schemes:

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“Every child deserves to be safe and loved and have a healthy and happy childhood, free from harm; every child should have the chance to make the most of their talents and fulfil their potential. But not every child gets the same opportunities and not every family is able to take up those that are available. Some families struggle more than others against disadvantage and discrimination. Some children are at greater risk of harm and/or ill health than others are. Not every childhood is a happy one. Life is not yet equal for disabled children and their families, nor is it for children and families from many minority ethnic communities. For some children, young people and families, these inequalities make it hard for them to realise their personal potential without extra support. The fact that so many young people who have experienced disadvantage do not gain such impressive results at GCSE as their peers is but one pointer to the fact that they do not always get that extra support. For some children, young people and families, discrimination against them because of their ethnicity, disability or circumstances ignores their potential and suppresses their ambition. Discrimination impoverishes lives. Most obviously, it deprives those who suffer from it of dignity and opportunity. The fact of discrimination against minorities also demeans and undermines the strength of our society as a whole.”

(DCSF Single Equalities Scheme – December 2007)

At Sampford Arundel and Stawley Primary Schools we are committed to ensuring equality of education and opportunity for all our pupils, for their parents/carers, for staff and for all those receiving services from the school, irrespective of their gender, disability, ethnic background or other characteristics. We believe that diversity is a strength – for our school, its community and Britain as a whole – and we will work proactively to address inequality and foster positive attitudes to diversity so that all those who learn, teach and visit here are respected and valued.

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2. Aims of this scheme

This is our first Single Equality Scheme. Through it, the existing work we have carried out over many years to address the specific needs of individuals and groups of children and young people will be developed and enhanced. Developing the scheme has enabled us to re-examine this work, involve a wide range of stake holders and consider outcomes for children and young people from different groups, so that we are in a stronger position to identify key priorities and work to address them. Our action plan sets out these priorities and how we will achieve them. We will regularly review our progress and ensure that outcomes are published and any necessary changes to our approaches are made.

3. Principles

We are adopting seven principles, adapted from those chosen by the DCSF in their Single Equality Scheme.

Principle 1: All learners are of equal value

All learners and potential learners are of equal value and should benefit from our school's policies, practices and programmes:

- whether or not they are disabled;
- whatever their ethnicity, culture, religious affiliation and faith, national origin or national status;
- whatever their gender or sexual orientation; and,
- irrespective of other factors such as age, income, family circumstances or where they live.

Principle 2: Relevant differences should be recognised

Treating people equally can mean treating them differently. Different people have different needs and treating them all the same can lead to some people being disadvantaged because their needs are not met. Our policies, practices and programmes must not discriminate, but may be differentiated to take account of differences in life-experience, outlook and background, and in the kinds of barrier and disadvantage which people face, in relation to:

- disability, so that reasonable adjustments are made;
- ethnicity, culture and religion, so that different cultural backgrounds and experiences of racism are recognised;
- gender and sexual orientation, so that the different needs and experiences of boys and girls, women and men are recognised;
- factors such as age, income, family circumstances or where people live, so that different needs and experiences are recognised.

Principle 3: Workforce development

Policies and programmes should benefit all members of the workforce, for example in recruitment and promotion, and in continuing professional development:

- whether or not they are disabled;
- whatever their ethnicity, culture, religious affiliation and faith, national origin or national status;
- whatever their gender or sexual orientation; and,

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- irrespective of other factors such as age, income, family circumstances or where they live.

Principle 4: Positive attitudes and relationships should be fostered

Policies and programmes should promote:

- positive attitudes towards disabled people, and good relations between disabled and non-disabled people;
- positive interaction and good relations between groups and communities different from each other in terms of ethnicity, culture, religious affiliation and faith, and national origin or national status;
- mutual respect and good relations between boys and girls, women and men, and people of different sexual orientation; and,
- mutual respect and good relations between people from different age groups, with different income or family circumstances or who live in different places.

Principle 5: Society as a whole should benefit

Policies and programmes should benefit society as a whole, both locally and nationally, by fostering greater cohesion, and greater participation in public life of:

- disabled people;
- people of a wide range of ethnic, cultural and religious backgrounds;
- women as well as men, and lesbian, gay, bisexual and transgender people as well as heterosexual people; and,
- people from different age groups, with different income or family circumstances or who live in different places.

Principle 6: Current inequalities and barriers should be addressed and reduced

In addition to avoiding or minimising possible negative impacts, our policies and programmes should take opportunities to maximise positive impacts by addressing, reducing and removing inequalities and barriers that already exist between:

- disabled and non-disabled people;
- people of different ethnic, cultural and religious backgrounds;
- boys and girls, women and men, and people of different sexual orientation; and,
- people from different age groups, with different income or family circumstances or who live in different places.

Principle 7: Policy development should involve widespread consultation and involvement

People affected by a policy or programme should be consulted and involved in the design of new policies, and the review of existing ones. Such consultation should be both direct and through representative organisations, and be based on principles of transparency and accountability. It is particularly important to involve those who in the past have been excluded or disadvantaged, and who continue to face barriers:

- disabled people;
- people of minority ethnic, cultural and religious backgrounds;

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- women as well as men, and lesbian, gay, bisexual and transgender people as well as heterosexual people; and,
- people who face challenges because of their age group, income, family circumstances or where they live.

Our school supports the DCSF view that policies and practices should be reviewed in the light of these seven principles, which are also laid out in **Appendix II** to guide such reviews.

4. How we have gathered information on the effects of our policies and practices on people from different groups

We have gathered and analysed a wide range of information about our policies and how they affect girls and boys, disabled children and young people and those from minority ethnic or religious communities and their families. We have also reviewed evidence relating to other groups that may face particular challenges. We have looked in particular at differences in outcomes for children and young people at the end of each Key Stage. Where possible we have compared the achievement of different groups. Where the numbers of individuals in groups are small, we have reviewed individual progression to identify issues. We have also made use of national and local evidence of underachievement.

We have also looked at evidence related to behaviour and exclusions, school attendance, community cohesion and participation in clubs and other aspects of schools life.

We recognised that we could not initially look at all areas where outcomes may be different and will need to ensure a rolling programme of policy review over the next three years, as outlined in section 8 below.

5. How we have involved people from different groups in the development of our scheme

In the DCSF's Single Equality Scheme it is suggested that the key to involvement, as opposed to just consultation, can be found in the three 'Involvement Ss' – stage, status, and scale.

In other words, it is important to involve people from an early stage, make sure that people from different groups are actually involved in discussing and creating the scheme, and ensuring there is a wide range of activities to engage with people.

National guidance from the Disability Rights Commission confirms this:

"It is important to constantly remember that involvement is not the same as consultation. The involvement required is a deeper process than simply consulting people on their opinions or needs. The involvement required will, for example, be more than just asking a group of people their opinion of the Disability Equality Scheme."

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“The Codes of Practice on the Duty indicate that involvement should: ‘be influential – people outside the organisation should be able to see how the involvement has affected the public authority’s plans’.”

We recognised that as a single school with many priorities it would be difficult to do this effectively. We therefore decided to use a range of approaches:

- Setting up a small working group, led by staff, but involving a range of other people.
- Ensuring that a senior manager was represented on the group;
- Attending training led by people who have personal experience of and expertise on the needs of minority ethnic groups and disabled people;
- Making use of consultation carried out by the Local Authority;
- Working with other local schools;
- Identifying and talking to our disabled pupils and those from minority ethnic and faith groups;
- Carrying out some of our own consultation activities to establish the views of children and young people, parents/carers, staff and community users of the school, including organising open meetings, targeted focus group discussions, questionnaires and informal social groups for children and their carers;
- Making use of existing groups such as our School Council, Parent School Association, Trade Unions, local community organisations and on-line forums; and,
- Doing in-class work with pupils on issues related to gender, ethnicity and disability equality.

Through these activities, we have tried to ensure that we had involvement of disabled people, people from minority ethnic and faith groups, men and boys, women and girls, and that this involvement was at various stages – including identifying issues and barriers, agreeing priorities, planning activities and finalising our scheme.

We recognise that the processes we have been through have not been perfect and that effective involvement is not a one-off event. We will ensure that there are further opportunities for involvement, including feedback on our progress. Our current involvement activities have put us in a stronger position to ensure further engagement with people from a range of groups in the future.

The key issues that we have identified are:

For children and young people

- They recognise that their community does not reflect a wide breadth of ethnic diversity.
- In small cohorts there can be a significant imbalance in gender numbers....
- Some areas of schools sites and aspects of provision may be difficult for children of reduced mobility to access.

For parents/carers

- They recognise that their community does not reflect a wide breadth of ethnic diversity.
- They recognise the limitations there may be for those with reduced mobility to access, but school does everything it can to overcome this.

For staff

- Review access to our school buildings ...

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- We recognise that our community does not reflect a wide breadth of ethnic diversity, so we make every effort to address this in our schools in our teaching and learning policies and practices.

For community users of the school

- Some areas of schools sites and aspects of provision may be difficult for community users of reduced mobility to access.
- As the new playstructure / trim trail will be open for community use, there will be no discrimination of it's use on Stawley Primary school site.

6. How we have considered the need to include objectives to address the causes of gender pay gaps in formulating our overall objectives

National guidance on the Gender Equality Duty makes it clear that although most schools do not set their own pay systems, as employers, they are legally liable under the Equal Pay Act for their implementation. As a school we have already adopted the Local Authority's pay and grading policy and flexible working policy. We also ensure that these are consistently applied. Through the application of these policies we ensure that pay decisions, including procedures for awarding teaching and learning responsibility points, and decisions that may affect teachers on maternity leave, are free from discrimination and that the needs of staff in relation to flexible working are considered. We also ensure fair access to training and development opportunities.

We are aware of the need to find out whether our policies may be contributing to the gender pay gap both within our own workforce and beyond. We have identified some actions that we can take to address gender stereotyping and occupational segregation in the workforce as a whole, in particular the greater prevalence women in low paid areas of the workforce, so that as a school we are contributing to closing the pay gap for women.

7. How we will use the information we have gathered

The information we have gathered has been used to establish our key priorities for the next three years and these are contained in our action plan (see **Appendix IV**). This will be reviewed regularly and amended as necessary, for example in the light of new information that we obtain through assessing the impact of all our policies.

8. How we will assess the impact of our policies

We understand that it will take time to fully assess the impact of our school's policies and practices on people from different groups – boys and girls, women and men, people with disabilities, those from minority ethnic or religious groups or whose backgrounds differ in other ways. The evidence on impact that we already have has been included in this scheme. Looking properly at the outcomes of other policies and practices will take more time and may be difficult. However, we understand the importance

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of doing this and in accordance with legislation we will make sure that over a three year period we assess the impact of all policy areas. We will initially focus on:

- Basic entitlement of the curriculum, including attainment and progress in different subjects (using National Curriculum Assessments, Fischer Family Trust and other assessment data)
- Attitudes of different groups for example boys and girls to reading, writing and different areas of the curriculum

Subsequently, we will look at:

- Community Cohesion work

To support our staff in assessing the impact of policies we will use a framework based on one developed by the DCSF (see **Appendix II**).

We will ensure that the outcomes of such impact assessments are considered by our equalities working group and fed into whole school improvement planning and planning at departmental/subject level where appropriate.

9. How we will report on progress and review our scheme

This Single Equality Scheme replaces our previous policies and schemes related to race, disability, gender and equal opportunities. We will produce a summary report on progress and fully update the scheme on an annual basis. We will also update and revise our action plan during the course of each year in the light of any significant policy developments, fresh evidence or new commitments.

10. Our priorities for the next 12 months

The key priorities that we have identified are:

- Basic entitlement of the curriculum, including attainment and progress in different subjects (using National Curriculum Assessments, GCSE, Fischer Family Trust and other assessment data)
- Attitudes of different groups for example boys and girls to reading, writing and different areas of the curriculum

Our action plan (**Appendix IV**) contains details of how we will address these priorities.

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Appendix I

The legal framework

1. The Race Relations Amendment Act (2000)

The Race Relations (Amendment) Act 2000 came into force in April 2001 and places a general duty on schools to promote race equality. This general duty means that schools must aim to:

1. eliminate unlawful racial discrimination;
2. promote equality of opportunity; and
3. promote good race relations between people of different racial groups.

The general duty is obligatory, which means that it must be met. Schools cannot claim that they do not have the resources to meet their responsibilities. These responsibilities should be built into the work that schools already do.

The weight given to race equality should be in proportion to its relevance. However it is important to note that “proportionality” and “relevance” is not dependent on the size of the minority ethnic population in a school. Race equality is important, even if there is no one from a minority ethnic group in the school or local community. Education plays a vital role in influencing young people and developing positive attitudes to diversity.

The general duty will be particularly relevant to the functions of schools such as admissions, assessments, raising pupils’ attainment, curriculum development and delivery, behaviour and discipline (including exclusions), staff selection and recruitment.

In general terms, this means that all schools need to:

- have a pro-active approach;
- “mainstream” race equality by building it into existing policies and procedures;
- meet all three parts of the general duty.

The Race Relations (Amendment) Act also places specific duties on schools, in order to help them meet the general duty. These duties are described below.

1. Every school is required to prepare a written race equality policy and keep it up to date

This policy should be linked to strategic planning and decision-making. It should also clarify roles and responsibilities.

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2. Every school must assess the impact of policies, including its race equality policy, on pupils, staff and parents from different racial groups

Assessing the impact of policies requires a detailed, in-depth look at policy areas, using both quantitative and qualitative data. Quantitative data will be available through the process of monitoring described under the next heading. Qualitative evidence could come from a number of sources.

It is not expected that the impact of all policies will be assessed at the same time. Rather, the assessment of the impact of policies on different racial groups should be part of the normal cycle schools have for reviewing each policy.

Qualitative evidence is important when assessing impact because raw data alone will often not provide an adequate basis for taking action. Assessment of impact must include looking at causality. So, for example, if figures show that pupils from one or more minority ethnic groups have lower levels of attendance or participation or attainment than other pupils, we need to ask why this is the case. This may require staff to talk to pupils and parents, or examine approaches to teaching, in order to identify reasons. Once explanations have been uncovered, then appropriate action can be taken.

3. Every school must monitor the impact of policies on pupils, staff and parents from different racial groups

Monitoring will involve collecting and analysing data for different racial groups in order to measure the school's performance and effectiveness.

Monitoring attainment and progress by racial group, analysing it and using it to examine trends is a particularly important part of this process. However, monitoring of other areas that could have an adverse impact on pupils' attainment is also important. This will include monitoring exclusions, attendance, racial harassment and bullying, rewards and sanctions, parental involvement, community involvement, membership of the staff or governing body, and provision of advice and guidance.

Monitoring data should be used to:

- Highlight any differences between pupils of different racial groups
- Ask why these difference exist and test the explanations given (see assessing the impact of policies above)
- Decide what further action needs to be taken to improve the performance of pupils from specific groups
- Review and set targets in relevant strategic plans.

4. Employment

Whilst schools are not directly bound by the employment duties, they will need to take account of employment to meet the general duty. Local Authorities are required to monitor and report on staffing in every maintained school. Schools will therefore need to supply data on:

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- Staff in post
- Applicants for employment, training and promotion
- If a school has 150+ full time staff, grievances, training, discipline, performance management and reasons for leaving.

The specific duties mean in practice that every school will need either a specific race equality action plan, linked to the school improvement plan, or a specific part of the school improvement plan dealing with race equality issues:

“We suggest that you link your race equality policy to an action plan, and put the plan into practice. The action plan could be part of your strategic plan and you could develop and introduce it through your normal planning and decision-making processes”

From ‘The duty to promote race equality: a guide for schools’ Commission for Racial Equality p.15

More detailed guidance on meeting the duty to promote race equality is available on the Equalities and Diversity team website: http://www.six.somerset.gov.uk/equalities/do_download.asp?did=23430

2. The Disability Equality Duty (from December 2006 for secondary and middle schools, December 2007 for primary and special schools)

The duty requires that every public authority (including schools) shall in carrying out its functions have due regard to the need to:

- promote equality of opportunity between disabled people and other people;
- eliminate discrimination that is unlawful under the Disability Discrimination Act 1995;
- eliminate disability related harassment;
- promote positive attitudes towards disabled people;
- encourage participation by disabled people in public life; and,
- take steps to meet disabled people’s needs, even if this involves treating disabled people more favourably than other people.

“The main aim of the general duty is to promote disability equality. Schools will need to look at everything they do, on a day-to-day basis, and think about how equality of opportunity for disabled people can be better promoted. To do this successfully schools will need to embed disability in all management practices and policy development.” DRC guidance for schools 2006

“‘Due regard’ means that schools should give due weight to the need to promote disability equality in proportion to its relevance. One element of proportionality should mean that schools with greater resources are more able, and should make more effort, to promote disability equality. Another dimension of proportionality is that schools should prioritise those areas that are likely to bring about the greatest outcomes for disabled children, young people and adults.” DRC guidance for schools 2006 (which contains exemplification about what this might mean for large and small schools on p.10 onwards)

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The specific duty regulations require authorities, including all schools, to produce and publish a Disability Equality Scheme, to implement certain aspects of the scheme and to report on it. The scheme may be included in another document or plan (see code of practice for further details). The full text of the regulations is set out in Appendix C of the statutory code of practice, but in summary they state that:

- a public authority should publish a Disability Equality Scheme demonstrating how it intends to fulfil its general and specific duties;
- a public authority should involve disabled people in the development of the scheme;

- the scheme should include a statement of:
 - the way in which disabled people have been involved in the development of the scheme;
 - the authority's methods for impact assessment;
 - steps which the authority will take towards fulfilling its general duty (the "action plan");
 - the authority's arrangements for gathering information in relation to employment, and, where appropriate, its delivery of education and its functions;
 - the authority's arrangements for putting the information gathered to use, in particular in reviewing the effectiveness of its action plan and in preparing subsequent Disability Equality Schemes.
- a public authority must, within 3 years of the scheme being published, take the steps set out in its action plan (unless it is unreasonable or impracticable for it to do so) and put into effect the arrangements for gathering and making use of information; and,
- a public authority must publish a report containing a summary of the steps taken under the action plan, the results of its information gathering and the use to which it has put the information.

More detailed guidance on meeting the Disability Equality Duty is available on the Equalities and Diversity team website: http://www.six.somerset.gov.uk/equalities/do_download.asp?did=23594

3. The Gender Equality Duty (April 2007)

All schools and other public bodies have a **general responsibility** under the Gender Equality Duty to:

- Eliminate unlawful sex discrimination and harassment; and,
- Promote equality of opportunity between men and women.

Unlawful sex discrimination and harassment includes discrimination as defined by the Sex Discrimination Act 1975 (SDA) and the Equal Pay Act 1970 (EqPA).

There is also a **specific duty** placed on schools by the Gender Equality Duty, to create a Gender Equality Scheme. The scheme needs to show how the school has:

- **Considered the need to include objectives to address the causes of any gender pay gap** in formulating its overall objectives;

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- **Gathered and used information** on how the school's policies and practices affect gender equality in the workforce and in the delivery of services (particularly those to children and young people);
- **Consulted stakeholders and taken account of relevant information** in order to determine its gender equality objectives; and,
- **Assessed the impact of its current and proposed policies and practices** on gender equality.

The school is required to:

- **Implement the actions set out in its scheme** within three years; and,
- **Produce a summary report** against the scheme every year, which may be incorporated within another strategic document, and **review** the scheme at least every three years.

It is important that the scheme includes gender equality objectives based on information, consultation with stakeholders and an assessment of the impact of policies. The scheme should provide a clear framework to help the school identify objectives, and plan, deliver and evaluate the steps needed to meet the duty.

More detailed guidance on meeting the Gender Equality Duty is available on the Equalities and Diversity team website: http://www.six.somerset.gov.uk/equalities/do_download.asp?did=23682
http://www.six.somerset.gov.uk/equalities/do_download.asp?did=23754

4. Responsibilities relating to lesbian, gay, bisexual and transgender children and young people and staff

The Employment Equality (Sexual Orientation) Regulations 2003 protect all staff in schools against discrimination or harassment on the grounds of their sexual orientation. Employers must take action to stop such behaviour. These laws also cover perceived sexual orientation or association (for example harassing someone because of a friend or family member's perceived sexual orientation).

Part 3 of the Equality Act 2006 outlaws discrimination on the grounds of sexual orientation in the provision of 'goods and services'. This came into effect on 30 April 2007 and covers all public bodies including schools. DCSF guidance document 'Homophobic bullying: safe to learn – embedding anti-bullying work in schools' gives a few example of what this means in practice:

- Ensuring that children and young people are not refused admission to a school on the ground that they are or are thought to be lesbian or gay, or because they have gay relatives;
- Ensuring that lesbian and gay children and young people are not prevented from taking advantages of opportunities such as being a school prefect; and,
- Treating homophobic bullying with the same level of seriousness as other forms of bullying.

The above DCSF guidance also summarises the position regarding Section 28 of the Local Government Act 1988, which confused many schools with regards to what could be said in relation to homosexuality due to issues around the word 'promotion':

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“Section 28 was repealed in 2003 and is no longer law. There are no, and never have been any, legal barriers to teachers and staff discussing issues around sexual orientation in the classroom and respond to, and preventing homophobic bullying.”

5. The Duty to Promote Community Cohesion (September 2007)

The DCSF document ‘Guidance on the duty to promote community cohesion’ groups schools’ contribution to community cohesion under three broad headings:

i. Teaching, learning and curriculum

This includes helping children and young people to:

- understand the perspectives of other people;
- value diversity whilst promoting shared values;
- promote an awareness of human rights and to apply and defend them, including challenging prejudice, discrimination and stereotyping; and,
- develop the skills of participation and responsible actions.

ii. Equity and excellence

This includes:

- ensuring equal opportunities for all to succeed at the highest level possible;
- striving to remove barriers to access and participation in learning and wider activities; and,
- working to eliminate variations in outcome for different groups.

iii. Engagement and extended services

This means providing opportunities for children, young people, their friends and families to interact with people from different backgrounds and build positive relations, including:

- links with different schools and communities;
- the provision of extended services; and,
- opportunities to take part in activities and receive services which build positive interaction and achievement of all groups.

Guidance on meeting the Duty to Promote Community Cohesion is available on the DCSF website:

<http://publications.teachernet.gov.uk/default.aspx?PageFunction=productdetails&PageMode=publications&ProductId=DCSF-00598-2007&>

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Appendix II

Questions for which quantitative and qualitative evidence is required when current policies are being reviewed derived from the principles in Section 3

<i>Key topics</i>	<i>Disability</i>	<i>Ethnicity, culture, religion and belief</i>	<i>Gender and sexual orientation</i>	<i>Other factors</i>
<i>1. Outcomes for learners</i>	Do our policies benefit all learners and potential learners, whether or not they are disabled? Or are disabled learners excluded, disadvantaged or marginalised?	Do our policies benefit all learners and potential learners, whatever their ethnic, cultural or religious background? Or are people from certain backgrounds losing out?	Do our policies benefit all learners and potential learners, whatever their gender or sexual orientation? Or are outcomes different for females and males, or children and young people with different sexual orientations, with some being disadvantaged?	Do our policies benefit all learners and potential learners, irrespective of other factors such as age, income, family circumstances or where they live? Or are some groups being excluded or disadvantaged?
<i>2. Recognising relevant differences</i>	Is due account made of the specific needs and experiences of disabled people? Or is a 'one size fits all' approach adopted?	Is due account made of different cultural backgrounds? Or is a 'one size fits all' approach adopted?	Is due account made of girls' and boys', women's and men's, differing experiences or of the experiences of lesbian, gay, bisexual and transgender people? Or is a 'one size fits all' approach adopted?	Is due account made of the differing experiences of people depending on factors such as age, income, family circumstances or where they live? Or is a 'one size fits all' approach adopted?

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<i>Key topics</i>	<i>Disability</i>	<i>Ethnicity, culture, religion and belief</i>	<i>Gender and sexual orientation</i>	<i>Other factors</i>
<i>3. Benefits for the workforce</i>	Do all members and potential members of the workforce benefit, whether or not they are disabled? Or are reasonable adjustments for disabled staff not made?	Do all members and potential members of the workforce benefit, whatever their ethnic, cultural or religious background? Or are some excluded?	Do all members and potential members of the workforce benefit, whatever their gender or sexual orientation? Or are there differential impacts, both positive and negative?	Do all members and potential members of the workforce benefit, irrespective of factors such as age, income, family circumstances or where they live? Or are there differential impacts, both positive and negative?
<i>4. Attitudes, relationships and cohesion</i>	Do our policies promote positive attitudes towards disabled people, and good relations between disabled and non-disabled people? Or is there negativity and little mutual contact?	Do our policies promote positive interaction and good relations between different groups and communities? Or are there tensions and negative attitudes?	Do our policies promote good relations between boys and girls, women and men, and people of different sexual orientations? Or is there mutual hostility, perhaps expressed through violence and sexual harassment?	Do our policies promote good relations between people from different age groups, with different income or family circumstances or who live in different places? Or are there tensions and negative attitudes?

<i>Key topics</i>	<i>Disability</i>	<i>Ethnicity, culture, religion and belief</i>	<i>Gender and sexual orientation</i>	<i>Other factors</i>
<i>5. Benefits for society</i>	Do our policies benefit society as a whole by encouraging participation in public life of all citizens, whether or not they are disabled? Or are disabled people excluded or marginalised?	Do our policies benefit society as a whole by encouraging participation in public life of citizens from a wide range of backgrounds? Or are certain communities excluded or	Do our policies benefit society as a whole by encouraging participation in public life of women as well as men, and people of all sexual orientations? Or are women, or lesbian, gay, bisexual and transgender people, excluded or	Do our policies benefit society as a whole by encouraging participation in public life of all citizens irrespective of age, income, family circumstances or where they live? Or are certain groups

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		marginalised?	marginalised?	excluded or marginalised?
<i>6. Positive impact on equality</i>	Do our policies help to reduce and remove inequalities between disabled and non-disabled people that currently exist? Or does inequality for disabled people continue?	Do our policies help to reduce and remove inequalities and poor relations between different communities that currently exist? Or do barriers and inequalities continue?	Do our policies help to reduce and remove inequalities between women and men, and people of different sexual orientations, that currently exist? Or do inequalities, for example in seniority and pay, continue?	Do our policies help to reduce and remove inequalities between people from different age groups, with different income or family circumstances or who live in different places? Or do barriers and inequalities continue?
<i>Key topics</i>	<i>Disability</i>	<i>Ethnicity, culture, religion and belief</i>	<i>Gender and sexual orientation</i>	<i>Other factors</i>
<i>7. Consultation, involvement and accountability</i>	Are our policies based on involvement of and consultation with disabled people? Or are the views and experiences of disabled people not sought or not heeded?	Are our policies based on involvement of and consultation with people from a range of backgrounds? Or are certain views and experiences not sought or not heeded?	Are our policies based on involvement of and consultation with both women and men, and people of all sexual orientations? Or are the views and experiences of women or men, or lesbian, gay, bisexual and transgender people, not sought or heeded?	Are our policies based on involvement of and consultation with people from a range of backgrounds, including people from different age groups, with different income or family circumstances or who live in different places? Or are certain views and experiences not sought or not heeded?

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Appendix III

Information about involvement activities

This appendix draws on.

1. Some of the questionnaires we used when consulting staff, parents and children.
2. An analysis of the responses we received
3. A summary of consultation information from the Local Authority

1. and 2.

High levels of satisfaction expressed by parents and pupils in relation to pupil behaviour and attitudes. No incidents of serious bullying and high levels of satisfaction with the way minor incidents have been dealt with.

No allegations in relation to discrimination on grounds of race, gender or disability.

3. A summary of consultation information from the Local Authority – this relates to all schools.

A range of feedback, both positive and raising concerns, has been given by children and young people, their families and/or community groups through consultation/engagement activities – findings are summarised in the table below.

<p>SCC consultation with, and informal feedback from, the parents/carers of children from Minority Ethnic groups (2016 and 2017)</p>	<ul style="list-style-type: none"> • Generally high levels of satisfaction with schools, Early Years provision and other SCC services for C&YP • Some dissatisfaction with the way complaints are handled by schools and the Local Authority • Low levels of satisfaction in how schools respond to reports of racist incidents and/or feed back to parents/carers • Not all racist incidents reported to schools (for a wide range of reasons) • Some parents/carers suggesting that there is a need for more staff training, including training on the legal definition of a racist incident for the purposes of recording and reporting • Lack of use by schools of commercial/community interpreters and tendency to use pupils as interpreters and the internet for translations (often not accurate) • Young people moving here from abroad at the age of 15 or older (limited access to English classes) • Level of support in schools to meet the additional needs of BME pupils at risk of exclusion • Traveller parents dissatisfied with robustness of actions taken by schools following racist incidents
<p>SCC consultation with pupils who have been victims of racist incidents – mainly, but not exclusively Minority Ethnic groups (2006 and 2007)</p>	<ul style="list-style-type: none"> • Significant impact of racist incidents on some pupils • Not all schools reporting all racist incidents to the LA • Pupils generally satisfied that reports of racist incidents were taken seriously, but often not fully satisfied with the actions then taken by schools, eg how they were kept informed of actions taken by schools, sanctions against perpetrators, dissatisfaction when they felt punished more severely than perpetrators (for fighting back)

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<p>SCC consultation with disabled pupils/pupils with SEN (2005)</p>	<p>Issues raised by children:</p> <ul style="list-style-type: none"> • Critical importance of good relationships with adults • Need for consistent approaches by different adults • Importance of practical, fun activities • Panic created by too much pace • Value of learning with peers • Bullying still an issue • Need for quiet spaces • Need to develop own learning strategies • Importance of fairness and praise
<p>SEN group consultation with parents about children with disabilities and the implications of the Disability Discrimination Act for schools and other settings (2006)</p>	<p>Issues raised include:</p> <ul style="list-style-type: none"> • Support available for pupils with dyslexia • Health and Safety for wheelchair users and complex school sites • Support available for parents, governors and schools to implement the Disability Equality Duties • The relationship between Special Educational Needs and Disability • Clarity about procedures for National curriculum tests • Funding available for schools to support SEN • The status of Annual Reviews • Support for schools to do Inclusive Risk assessments • How to access the Local Authority SEN ICT assessment process • Support for schools to work with pupils with challenging behaviour • Appreciation of parent support groups – they really do support parents
<p>SCC meetings with Somerset Gay Health (2005- 2007)</p>	<ul style="list-style-type: none"> • Lack of monitoring by the LA of homophobic incidents in schools • Lack of training for school staff
<p>SCC consultation with LGBT young people (2007-2008)</p>	<p>This consultation is still on-going, but preliminary results from a small sample of young people highlight:</p> <ul style="list-style-type: none"> • Difficulty for pupils to report homophobic incidents in schools • Dissatisfaction with school responses

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Appendix IV

Action Plan

Impact Assessment Issues and Actions Table					
School: Sampford Arundel & Stawley Primaries.			Date: 2017 to 2019		
Identified Issue drawn from your conclusions	Actions needed - how will your service or policy be amended?	Who is responsible?	By when?	Is a monitoring system required?	Expected outcomes from carrying out actions
Basic entitlement of the curriculum, including attainment and progress in different subjects (using National Curriculum Assessments, Raise on Line, Fischer Family Trust and other assessment data)	Regular curriculum review and analysis of performance data INCYTE School Self Evaluation	H / T	Annually, Autumn Term	Yes through School / Governors' monitoring of SEF	Curriculum is reviewed
Attitudes of different groups for example boys and girls to reading, writing and different areas of the curriculum	Regular consultation (informal and formal)	All staff	On going	Review regularly	Issues are identified and strategies adopted to resolve them.
Impact of a non-diverse ethnic community on our children's understanding of racial equality	Develop Global dimensions work International School Award Visits and visitors to various religious communities. Review of resources. SEAL / PSHE / Go-Givers work Focus of assemblies programme	All staff	On going	Review regularly	Children's experiences are broadened to extend the base of their understanding of community

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Impact Assessment Issues and Actions Table					
School: Sampford Arundel & Stawley Primaries.			Date: 2017 to 2019		
Identified Issue drawn from your conclusions	Actions needed - how will your service or policy be amended?	Who is responsible?	By when?	Is a monitoring system required?	Expected outcomes from carrying out actions
Some areas of the school site may not be fully accessible for those with limited mobility	See schools Accessibility Plan	H / T and Governors	As dated in Plan	Yes, by Governors	See plan
Small cohorts can lead to gender imbalance in year groups.	Awareness and affirmative action as appropriate	All staff	On going	No	Gender minorities feel included.

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APPENDIX A

Equal Opportunities Policy

Version Number		1
Location		Guidance for Schools Volume 1 Section 3B
Author		HR Advisory – Support Services for Education (SSE)
Published		November 2020
SSE Review Date		September 2019
Effective Date		Formal Adoption by school
Consultation		This Policy has been subject to consultation with recognised schools trade unions and was formally agreed on 11 November 2019 with a recommendation that the Policy be adopted by Somerset Schools.

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1. Principles

The School / Academy is committed to being a workplace where all job applicants and all employees are treated as individuals with dignity and respect and where positive challenge to violation of human rights, harassment, victimisation and discriminatory behaviour is part of daily working practice. The School encourages good communication between all employees in order to understand the underlying reasons for, and thereby avoid, potential conflicts.

2. Policies

- 2.1 School policies and procedures provide all job applicants and all employees with equal opportunity without harassment, victimisation and direct or indirect discrimination, because of legally protected characteristics (either by association or perception).
- 2.2 The School will prevent detriment arising from disability and comply with its duty to make reasonable adjustments for the benefit of applicants and employees who have declared a disability.

3. Work Place Practices

- 3.1 The School will not condone behaviour at work, near the workplace and at work-related social functions, which discriminates, harasses or victimises job applicants or individual employees because of legally protected characteristics. The legally protected characteristics are:

age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

This also applies where:

an employee is treated less favourably because they are perceived to have a protected characteristic even if they do not have that protected characteristic

or

an employee is treated less favourably because they are associated with someone who has a protected characteristic even if they themselves do not have that protected characteristic.

4. Duties and Responsibilities

- 4.1 All employees have a role to play in treating each other as individuals with respect and dignity at all times, taking responsibility for ensuring their own behaviour and actions comply with and support the Policy.
- 4.2 All employees and managers must aim to avoid potential conflict by identifying problems at an early stage and attempting to deal with them by, for example, talking to the people involved in a non-confrontational way.

5. Equalities Learning

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5.1 All managers / leaders / governors have responsibility for ensuring that their employees understand this policy through induction, probation and further learning and are helped to put that learning into practice.

5.2 All managers / leaders / governors will receive opportunities to learn about their duties and responsibilities through management induction, probation and further learning.

6. Unwanted Conduct

6.1 Unwanted conduct related to a relevant protected characteristic which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual constitutes harassment. Any employee who is found to have committed an act of harassment, victimisation or discrimination to the detriment of job applicants, other employees, volunteers, staff of suppliers, service users, or members of the public because of protected characteristics, will be subject to Disciplinary action.

6.2 An employee who feels they have suffered a detriment as a result of harassment, victimisation or discrimination directed at them because of a protected characteristic, or who has witnessed behaviour directed at others that has led to such a detriment, will be supported in seeking a resolution.

6.3 Managers need to seek a resolution promptly and appropriately where they are made aware of behaviour or actions, which the School has designated as unacceptable; and ensure support is provided for all those involved.

6.4 The School has adopted a Dignity at Work Code of Practice. The Grievance Procedure provides a framework for dealing with complaints about bullying and harassment.

7. Third Parties

7.1 The School will take such steps as reasonably practicable to prevent harassment by a third party related to a protected characteristic, where the School knows, or ought reasonably to know, that an employee is at real risk of being harassed by a third party. The School will take seriously allegations from staff of deliberate discrimination by volunteers or staff employed by suppliers and will do all within its powers to ensure the allegations are investigated and appropriate action is taken.

8. Terms and Conditions of Employment

8.1 The School will comply with its legal duty to provide equal pay for work of equal value and provide benefits and facilities equally and proportionately to all employees.

8.2 The School will follow flexible employment policies, which recognise the skills and expertise of employees and the need to retain them.

8.3 The impact of employment policies and practices will be assessed to identify potential detriment to those with protected characteristics based on perceptions which are irrelevant, or on assumptions unjustifiable in terms of an individual's ability to do a job.

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8.4 Managers / Leaders and governors will aim to ensure informal working practices do not directly or indirectly disadvantage any employee from accessing career opportunities.

9. Recruitment, Selection and Promotion

9.1 The School aims to eliminate bias and discrimination in recruitment, selection and promotion practice.

9.2 When vacancies occur, managers / leaders / governors are expected to consider the possibilities of job sharing, part-time working or other flexible working arrangements.

9.3 Employees / governors who are selecting candidates will undertake relevant and required recruitment and selection training.

9.4 The School will not ask job candidates about their health at an early stage in the recruitment process, unless such questions are necessary for:

- Establishing whether a candidate is able to comply with a requirement to undergo an assessment for the job and whether reasonable adjustments are needed in respect of this assessment
- Establishing whether a candidate is able to carry out a function that is intrinsic to the work concerned
- Monitoring diversity
- Establishing any gaps in employment
- Taking Positive Action
- Establishing whether a candidate has a particular disability which is an occupational requirement

10. Employee Development

10.1 Managers / leaders / governors are expected to take account of equality policy and practice when appraising employees and offering development opportunities in the workplace.

10.2 Managers / leaders / governors are expected to ensure opportunities for formal and informal professional development, in-service training and qualifications are open to all and selection is based on open and objective criteria.

11. Positive Action

11.1 Positive Action may include proactive advertising, job design, support networks, help-lines, mentoring, coaching or training. The School will adopt Positive Action to encourage recruitment and improve access amongst those under-represented at all levels in its workforce if it reasonably thinks that:

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people who share a protected characteristic suffer a disadvantage connected to the characteristic, or have needs that are different from the needs of those who do not share that characteristic; or participation in an activity by persons who share a protected characteristic is disproportionately low.

- 11.2 Proportionate steps may be taken to meet their needs or enable or encourage them to overcome or minimise the disadvantage or participate in the relevant activity.

12. Breaches of the Policy

Any employee found to have breached policy will be subject to Disciplinary action.