



## **SINGLE EQUALITY SCHEME**

### **INTRODUCTION**

The Single Equality Scheme incorporates the School Equal Opportunities Policy and should be read with the following policies as appropriate:

Anti-Bullying Policy

Dignity at Work Policy

Social, Moral, Spiritual and Cultural Policy

The Equality Act 2010 provides a single consolidated source of discrimination law, covering all the types of discrimination that are unlawful. The Equality Act states that NORTH DENES Primary School has a general public duty to tackle discrimination, to promote equality of opportunity and to encourage good community relations between all people involved with the School (staff, Pupils, governors, parents/carers, volunteers and alumni). This is known as the Public Sector Equality Duty. North Denes Primary School (NDPS) is also guided by the Department of Education document 'The Equality Act 2010 and Schools' (2014).

NDPS is also required to publish information to demonstrate how it is complying with the Public Sector Equality Duty and to prepare and publish equality objectives.

### **OUR COMMITMENT**

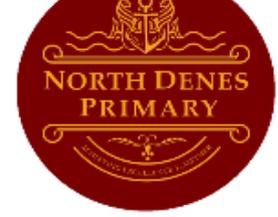
At NDPS, we seek to promote and create a fairer school community where everyone can participate and fulfil their potential. We also recognise individual differences and seek to ensure that everyone is treated as an individual while placing positive value on diversity within the school.

The School is committed to equality in all aspects of work and commits to:

Treating all members of NDPS community – governors, employees, pupils, applicants, contractors, volunteers and visitors – with respect, with dignity and as individuals;

Providing a positive working and learning environment free from discrimination, harassment and victimisation, in which people feel valued and fulfil their potential;

Striving for excellent practice in equality issues, in all aspects of school life – learning, teaching, employment, environment and services;



Ensuring that all staff and pupils are aware of their legal and moral obligations and actively promote a culture of equality and celebrate diversity;

## **PROTECTED CHARACTERISTICS**

It is unlawful to discriminate a pupil or prospective pupil because of their:

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

## **ASSOCIATION**

It is unlawful to discriminate because of the sex, race, disability, religion or belief, sexual orientation or gender reassignment of another person with whom a pupil is associated.

## **PERCEPTION**

It is unlawful to discriminate because of a characteristic which you think a person has, even if you are mistaken.

## **UNLAWFUL BEHAVIOUR**

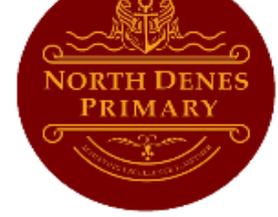
The Act defines four kinds of unlawful behaviour:

- Direct discrimination
- Indirect discrimination
- Harassment
- Victimisation

Further guidance on how these types of behaviour apply in schools is provided in the 2014 Department of Education Guidance on the Equality Act.

## **CURRICULUM**

Although the content of the school curriculum is excluded from the Equalities Act 2010, the way that a school provides education is included. Further guidance on what might or might not be acceptable is contained in the 2014 Department of Education Guidance.



## **DISABILITY**

Further information is provide in the School Disability Access Plan

## **SCOPE OF THIS SCHEME**

This document is intended to provide the framework for the School's compliance with the Equality Duty. It is not intended to replace existing policies on equality issues. Equally detailed guidance will be taken from the Department of Education document: the Equality Act 2010 and Schools (May 2014)

Annex A is a table of evidence, which lists the public information and documents available that demonstrate NDPS's commitment to equality.

Annex B are the School's equality objectives for the academic year 2020/21. These will be reviewed annually in the summer term and revised objectives issued when required.

At Annex C is NDPS's Spring Term report against compliance with the disability access regulations



**NORTH DENES PRIMARY SCHOOL – EQUALITY MEASURES ANNEX A**

EQUALITY MEASURES		ACTIVITY	EVIDENCE	<b>PUBLISHED</b> P = publish link NP = not published NE = no evidence
<b>PUPILS</b>				
1.	NDPS will aim to provide reasonable access for all pupils to the a) curriculum b) buildings and facilities	a) Provision for those with significant disability	Building has been made fully accessible, as new build in 2020, and meets all new regulations	NP
		a) Provision of Learning Inclusion Plans for children with identified need	Linked to SENDCo plans for children on register	NP
		b) Building adjustments to accommodate disabled pupils	New build – wide corridors and doorways / lift / hearing loop / disabled toilets	NP
		b) Purchase of new facilities to accommodate disabled pupils	New build – facilities all meeting new regulations	NP
2.	The Anti-Bullying policy will be enforced so that pupils can study free from any bullying and harassment	Anti-Bullying Policy reviewed annually as part of the Safeguarding Policy	Published on school website	P
		Anti Bullying Policy incorporates pupil views via School Council who monitor success of the policy.	School council minutes and pupil voice evidence– feeling safe etc.	P
.3.	All notices, displays and resource centres will be consistent with this policy	Headteacher and H+S officer regularly tours site to ensure notices and displays are compliant	H+S reports	NP
		Library resources are selected to ensure diversity of gender, age, cultural heritage, etc.	Library books seen and displays in school	NP



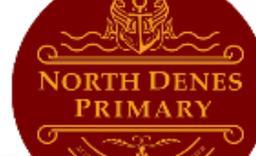
EQUALITY MEASURES		ACTIVITY	EVIDENCE	<b>PUBLISHED</b> P = publish link NP = not published NE = no evidence
<b>PUPILS</b>				
4.	Publicity materials and admission procedures will be non-discriminatory	The school publishes its Admission annually and consults on the policy in accordance with the Schools Admission Code	Admissions Policy	P
		The school activities promote and celebrate equality and diversity in its prospectus and marketing materials	Prospectus and Advertising / School website	P
5.	Selection procedures for school activities offer equality of opportunity for all applicants	Selection of after-school provision	Ongoing	NP
		Selection of pupils for specific activities	Ongoing	NP
6.	Pupils who need more flexible arrangements in relation to examination and assessment will receive assistance	Pro-active use of SEND assessments to ensure pupils receive extra-time or support in examinations where needed	Ongoing and as required	NP
7.	The School will regularly analyse results and assessment data to ensure it is achieving equality of opportunity for all pupils	Progress reports delivered in HT reports	Ongoing	NP
		Progress reports delivered to Governing Body meetings	Ongoing	NP



EQUALITY MEASURES		ACTIVITY	EVIDENCE	<b>PUBLISHED</b> P = publish link NP = not published NE = no evidence
<b>STAFF</b>				
8.	Recruitment and selection procedures will afford equality of opportunity to all applicants and applicant data will be monitored and analysed	Adverts welcome applications from all sectors of the community	All adverts placed	P
		Recruitment monitoring data collected at the point of application but removed prior to applications being seen by shortlisting panel	Safer Recruitment Policy (contained within the safeguarding Policy)	P
		Recruitment monitoring data presented to Governors	Headteacher's report to Governors	NP
9.	The school will aim to provide reasonable access for all staff to the relevant buildings and facilities	Building adjustments and purchase of new equipment to enable disabled staff to work and assist staff in continuing to work through a period of illness or incapacity.	Purchase of specific office furniture to assist staff with health issues	NP
10.	The school will support all staff with individual needs	All staff and governors will receive Equality and Diversity awareness training and where staff have specific needs under equality legislation, line managers will receive appropriate training	Completion of training and reading of policies	NP
11.	Staff who feel that they have been the victim of any discrimination will be able to pursue the matter through the School Grievance Procedures	Grievance Procedures	Grievance Procedures	P



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<b>STAFF</b>				
12.	Bullying and harassment amongst staff will not be tolerated	Open and transparent culture and ethos	Reports and comments from visitors	NP
13.	The school will regularly monitor and review posts and terms and conditions of employment to ensure compliance with equal pay legislation and to ensure no staff with protected characteristics are disadvantaged	Ongoing programme of reviews by staff group/work area to identify anomalies and harmonise terms and conditions	Review papers and personnel files	NP
EQUALITY MEASURES		ACTIVITY	EVIDENCE	<b>PUBLISHED</b> P = publish link NP = not published NE = no evidence
<b>CURRICULUM</b>				
14.	Teaching methodology and materials will conform to the policy	All curriculum areas have a contribution to make to pupils' social, moral, spiritual and cultural development	SMSC Policy <a href="#">Add Date</a>	P



EQUALITY MEASURES		ACTIVITY	EVIDENCE	<b>PUBLISHED</b> P = publish link NP = not published NE = no evidence
<b>CURRICULUM</b>				
15.	Learning and teaching strategies will discourage prejudice and stereotyping and will not disadvantage any Pupil	Assemblies / Jigsaw programme	Curriculum policies and plans Sept 2020 / SMSC policy <b>Add date</b>	P
16.	Staff and Pupils are encouraged to explore issues of Equal Opportunity	Assemblies / Jigsaw programme	Jigsaw scheme	NP

AREA	OBJECTIVES	TARGET / SUCCESS CRITERIA	LEAD MANAGER
<b>Pupils:</b>	1.School Council to review Anti-Bullying policy	Reviewed Policy to be presented to Governors in <b>XXX</b>	DHT
	2.To diminish the differences in attainment and progress between all groups of learners.	Identified groups/individuals make good progress seen in school data	DHT
	3. Target children who are stuck or slow-moving for intervention.	Improvement in retention and application of skills and knowledge. Increased levels of attainment evidenced through assessment.	VP CH HJ



	4.Ensure that barriers are removed so that children of all abilities and backgrounds have access to the full range of opportunities offered	Children and parents have full accessible information and support needed to be able to access all opportunities on offer and everyone who wants to take part does. Surveys show children of all abilities and backgrounds accessing opportunities.	SLT P.E. Staff
<b>Staff:</b>	1. To introduce Equality and Diversity Training as part of new staff induction and introduce a Mandatory Training Policy that will ensure all staff are obliged to complete the training.	<ul style="list-style-type: none"> <li>• Purchase of online training package</li> </ul>	HT DHT
<b>Curriculum:</b>	1. Audit lesson plans / assembly plans to ensure they reflect this policy	Review new curriculum for Sept 2021 / 2022	VP and subject leaders
	2. Raise awareness of protected characteristics and directly educate them about the equality strands through PSHE and Jigsaw, assemblies and in general school life.	Children are well-informed about equality and can demonstrate this, talking about those strands that are relevant to their environment at an age appropriate level.	All CTs SLT

**NORTH DENES PRIMARY SCHOOL**  
**SINGLE EQUALITY POLICY**



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