



Lawn
Primary
School

Lawn Primary School

Equality and Objectives Policy

2023 – 2025

Agreed by Mrs K Hambleton (headteacher)
Effective from September 2023

Our Ethos/Mission

To be at the centre of the local community, providing a happy, welcoming and safe environment, where children receive a high quality, broad and balanced education; enabling them to build a solid foundation for a successful future in an ever-changing world.

Legal Duties

As a school we welcome our duties under the Equality Act 2010. In addition, this policy refers to guidance from the DFE dated May 2014; The Equality Act 2010 and schools. The general duties are to:

- ☐ Eliminate discrimination
- ☐ Advance equality of opportunity
- ☐ Foster good relations

The Act makes it unlawful for a school to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions
- In the way it provides education for pupils
- In the way it provides pupils access to any benefit, facility or service
- By excluding a pupil or subjecting them to any other detriment

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

It is unlawful for a school to discriminate against a pupil or prospective pupil by treating them less favourably because of their: Sex

- Disability
- Race
- Religion or belief
- Sexual orientation
- Gender reassignment
- Maternity and pregnancy
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It is also unlawful to discriminate because of their association a pupil may have.

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

Publish equality Information - to demonstrate compliance with the general duty across its functions. **We will not publish any information that can specifically identify any child.**

Prepare and publish equality objectives. (detailed in this policy)

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment and tracking of progress
- Exclusions
- Prejudice related incidents
- Behaviour logs
- Attendance at clubs and involvement in school life

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

Currently our equality objectives are to:

- Ensure the effective support and analysis for pupils new to the school so to make good or better progress. Those with disability, of a different national origin or ethnicity or gender.

(Protected Characteristic - Race, Gender, Disability)

- Ensure families with a different national origin or ethnicity have inclusive and effective systems of communication therefore are not indirectly discriminated due to the ways of working within the school.

(Protected Characteristic - Race)

Ensure those pupils with a disability have support in place that is specific to their emotional and social needs.

(Protected Characteristic - Disability)

- Ensure appropriate staff are trained to deliver bespoke packages of support based on learning, physical or emotional or medical disability.

(Protected Characteristic - Disability)

Lawn to have a representation on the UNESCO (United Nations educational, scientific and cultural organisation) Learning City Strategy Team therefore contributing to the promotion of world peace and security through international cooperation in education, arts, sciences and culture.

(Protected Characteristic - Race)

Linked policies that re-enforce this duty include our Behaviour Policy, Anti-Bullying Policy, SEND offer, Attendance Policy, Sex Education Policy, Pay Policy. Ensure vulnerable families, wellbeing and mental health are supported fully in the school and wider community.

Duties around accessibility for disabled pupils

We acknowledge the need to consider access for disabled pupils in any refurbishments, making reasonable adjustments to the school environment. Any changes to the environment in this respect will be included in our premises planning and also recognised where relevant in our H & S audits.

Prevent Duty

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion and the latest duty on schools to as part of the Counter Terrorism and Security Act 2015. Lawn Primary School has due regard to the need to prevent people from being drawn in to terrorism. This principle is threaded through other policies (e.g. Anti-bullying, Behaviour for Learning, Teaching and Learning, Acceptable Use policy, PSHCE etc) We fully advocate the principles of British Values through our curriculum and in our expectations of our whole school community for respect. As a school we will respectfully challenge extremist views and note concerns arising in our race/hate records.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations, we will:

- ☐ Recognise and respect diversity
- ☐ Foster positive attitudes and relationships, and a shared sense of belonging
- ☐ Observe good equalities practice, including staff recruitment, retention and development.
- ☐ Aim to reduce and remove existing inequalities and barriers.
- ☐ Consult and involve widely
- ☐ Strive to ensure that society will benefit

Rights Respecting School

Lawn Primary School is a Rights Respecting School. We ensure that principles based on equality, dignity, respect, non-discrimination and participation are visible around the school by teaching children about their rights as set out in the United Nations Convention on the Rights of the Child (UNCRC). We also incorporate these rights into the ethos of our school.

There are specific articles from the UNCRC which inform our approach to equality within the school. These are:

- **Article 2:** The Convention applies to every child without discrimination, whatever their ethnicity, gender, religion, language, abilities or any other status, whatever they think or say, whatever their family background.
- **Article 14:** Every child has the right to think and believe what they choose and also to practise their religion, as long as they are not stopping other people from enjoying their rights.
- **Article 23:** A child with a disability has the right to live a full and decent life with dignity and, as far as possible, independence and to play an active part in the community.
- **Article 28:** Every child has the right to an education.
- **Article 29:** Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures and the environment.
- **Article 30:** Every child has the right to learn and use the language, customs and religion of their family, whether or not these are shared by the majority of the people in the country where they live.

Responsibility

We believe that promoting Equality is the whole school's responsibility:

School Community	Responsibility
Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Understanding legal obligations under the Prevent duty.

Headteacher	<p>As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties.</p> <p>Ensure that staff have appropriate skills to deliver equality, including pupil awareness.</p> <p>Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.</p>
Senior Leadership Team	<p>To support the Headteacher as above. Ensure fair treatment and access to services and opportunities.</p> <p>Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.</p>
Teaching Staff	<p>Help in delivering the right outcomes for pupils.</p> <p>Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.</p> <p>Design and deliver an inclusive curriculum Ensure that you are aware of your responsibility to record and report prejudice related incidents.</p>
Non-Teaching Staff	<p>Support the school and the governing body in delivering a fair and equitable service to all stakeholders</p> <p>Uphold the commitment made by the head teacher/principal on how pupils and parents/carers can be expected to be treated</p> <p>Support colleagues within the school community</p> <p>Ensure that you are aware of your responsibility to record and report prejudice related incidents</p>
Parents	<p>Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these</p> <p>Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.</p>
Pupils	<p>Supporting the school to achieve the commitment made to tackling inequality.</p> <p>Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.</p>
Local Community Members	<p>Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these.</p> <p>Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.</p>

We will ensure that the whole school community is aware of our published equality information and equality objectives by publishing them in our school newsletter and school website.

Complaints

Complaints with regard to this policy will be dealt with via the school's complaints procedure which is available on the website or from the school office.

Further guidance for parents and carers and school governors on the Equality Act 2010 can be found on the DFE website <http://www.education.gov.uk>.