



Equality Policy

Equality Statement

At George Fentham Endowed School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents, and carers receiving services from the school, irrespective of race, gender, disability, faith/religion or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The achievement of pupils will be monitored by groups including race, gender and SEND and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination through the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. At George Fentham, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach, and visit here.

Legal Duties

George Fentham Endowed School aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

This document meets the requirement under the following legislation:

[The Equality Act 2010](#) which introduced the Public Sector Equality Duty and protects people from discrimination.

[The Equality Act 2010 \(Specific Duties\) Regulations 2011](#) which requires schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives.

This document is also based on Department of Education (DFE) guidance [The Equality Act 2010 and schools](#)

The Equality Act 2010 introduced a Public Sector Equality Duty (PSED) that applies to public bodies, including maintained schools and Academies, and extends to certain protected characteristics:

The protected characteristics are as follows:

- age
- disability
- race
- sex
- gender reassignment
- maternity and pregnancy
- religion or belief



- sexual orientation
- marriage and civil partnership

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in connection to age (as appropriate), disability, ethnicity, gender, religion and sexual identity.

To do this effectively 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. In relation to school provision, we will pay particular attention to the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice-related incidents
- Curriculum
- Complaints/compliments

We also recognise that our work on equality is central to the successful promotion of fundamental British values, especially in relation to the values of respect and tolerance and the rule of law. We will therefore ensure that our curriculum helps to prepare pupils for life in modern Britain.

Meeting the requirements of the Act at George Fentham Endowed School

1. Eliminating discrimination/harassment

We have a school Behaviour and Relationships Policy that treats all children fairly and takes into account specific needs.

We deal promptly and effectively with all incidents of bullying and harassment and keep records of actions.

We have a SEND policy that outlines school provision.

All policies relating to the safe recruitment and employment of staff are in line with Local Authority guidance.

Our school's Vision and Values statements emphasise the importance of tolerance and respect.

2. Advancement of Equality

Our Special Educational Needs Coordinator (SENDCO) and Child Mentor work to meet the needs of our vulnerable pupils.

Staff training supports specific issues e.g. effective teaching for ASD pupils.

All pupils have the opportunity to put across their point of view through the School Council, Eco-Council and Online Safety Council.

Our Accessibility Plan supports our aim to be an inclusive school.

3. Fostering of Good Relations

Our RE curriculum includes the study of key religious groups within the UK.



We link with groups, organisations and projects in the local community.
The school promotes the spiritual, moral, social and cultural development of all pupils through all aspects of the curriculum and school life

Roles and Responsibilities

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

School Community	Responsibility
Governing Body	To ensure that the school complies with legislation and that this policy and its related procedures and action plans are implemented.
Head Teacher	For implementation of the policy For ensuring that all staff are aware of their responsibilities and are given appropriate training and support. For taking appropriate action in any cases of unlawful discrimination.
All Staff	To promote an inclusive and collaborative ethos in their classroom and deal with any prejudice related incidents that may occur in line with school policy. To plan and deliver a curriculum and lessons that reflect the principles of equality. To support pupils in their class for whom English is an additional language. To keep up to date with equalities legislation relevant to their work.
Pupils	Engage positively in the curriculum, lessons and principles needed to promote inclusivity for all. To treat others with respect at all times. Report any prejudice-based incidents to a trusted adult.
Parents/Carers	To have access to the policy through a range of different media appropriate to their requirements. To be encouraged to actively support the Policy. To be encouraged to attend any relevant meetings and activities related to the Policy. To be informed of any incident related to this Policy which could directly affect their child.

Complaints

If a parent/carer is not satisfied with the school's response to an equality concern, we ask that they follow our school's complaint policy and procedures. This is available online from our school website, <http://www.georgefenthamschool.co.uk/> and by request from the school office

Links with other policies

Policy	How it may link
Safeguarding Policy	Includes information about child protection procedures and contextualised safeguarding
Behaviour Policy	Includes details about the school's behaviour system including our school rules of Ready, Respectful, Safe.



Anti-Bullying Policy	Includes information about bullying behaviours, vulnerable groups and how school deals with any incidents.
Online Safety / E-Safety / Acceptable Use Policies	Includes information about children's online behaviour and details about online bullying/cyberbullying
RSHE / PSHE Policy	Includes information about our school's RSHE programme and how we teach about healthy relationships, friendships, diversity and bullying
Complaints Policy	Includes information about how to make a complaint if you are not satisfied with the school's response
Accessibility Plan/Objectives	Includes information about how the needs of disabled pupils are to be met.

Monitoring and Review

As a minimum, we will review our objectives in relation to any changes in our school profile at least every three years.

Useful Links:

[Equality Act 2010: guidance - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

[Convention on the Rights of the Child \(CRC\) | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com)

[UN Convention on the Rights of Persons with Disabilities \(CRPD\) | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com)

[The Human Rights Act | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com)

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