

Herne Bay Infant School and Seashells Nursery Equality Policy

This single policy replaces separate policies that Herne Bay Infant School and Seashells Nursery had within the Equal Opportunities and Race Equality. It reflects the legal duties set out in the Equality Act 2010.



At Herne Bay Infant School and Seashells Nursery we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit our community. We are committed to an inclusive ethos. Inclusion at Herne Bay Infant School and Seashells Nursery is about providing equality and excellence for all in order to promote the highest possible standards of achievement, enabling all pupils to take part as fully as possible in every part of school life. We aspire to develop each child's self-confidence and sense of well-being, recognising individual strengths and encouraging each child to achieve their full potential.

Herne Bay Infant School and Seashells Nursery will take steps to advance equality of opportunity, foster good relationships and eliminate discrimination or harassment across all the protected characteristics (age, race, disability, gender reassignment, marriage and civil partnership, religion and belief, pregnancy and maternity, gender, sexual orientation) within our school community.

As a school community we will:

- Make reasonable and necessary adjustments to meet the needs of pupils using a variety of approaches, by planning ahead and identifying potential barriers. We will make reasonable adjustments to ensure the school environment and its activities are as accessible and welcoming as possible for pupils, staff and visitors to the school.
- Promote a good and harmonious working environment, actively encouraging positive attitudes, in which all persons are treated with respect.
- Consider ways in which the taught and wider curriculum will help promote greater understanding, respect and awareness of equality, challenging stereotypical views.
- Consider the ways in which our teaching and curriculum provision support high standards of attainment, promote common values and help our pupils understand and value the diversity around them.
- Seek opportunities to introduce activities that demonstrate the value of other cultures and encourage pupils to discuss differences and equality.
- Assess and monitor the progress and achievement of pupils by the relevant and appropriate protected characteristics. Analysing this information will help the school to ensure that individual pupils are achieving their potential, the school is being inclusive in its practice and we are able to identify trends which can inform the equality objectives in the school improvement plan.
- Ensure that monitoring of the workforce is undertaken to ensure equality of opportunity in relation to staff recruitment, retention, training opportunities and promotions.
- Make reasonable adjustments for disabled staff.
- Ensure the curriculum is accessible to all pupils with special educational needs and disabilities (SEND) and those who speak English as an additional language, making reasonable adjustments as required.
- Seek the views and support of advisory staff, outside agencies and schools within our collaboration where this is needed.
- Plan the curriculum and resources to take every opportunity to promote and advance equality.
- Monitor and deal effectively with any incidents of bullying and prejudice related incidents. Staff training will ensure that all staff are aware of the process for reporting and following up such incidents.
- Expect all staff to be role models for equality and equal opportunities, deal with bullying and discriminatory incidents and be able to identify and challenge prejudice and stereotyping.
- Hold events throughout the year to raise awareness of equality and diversity focussing on respect for other cultures, religions and beliefs. For example through our termly Dazzle Days and Acts of Collective Worship.

- Seek the view of pupils, parents, advisory staff and visitors to the school to ensure that the school environment is as safe as possible to all school users, regularly reviewing our accessibility plans.
- Ensure that all staff are aware of their legal duties under the Equality Act 2010 through staff training.
- Report on and review the equality objectives annually.
- Use Equality Impact Assessment tool when reviewing policies to ensure that policies and procedures are inclusive to all protected groups and impacts are positive.

Our Legal Duties

Legislation relating to equality and discrimination is laid out in the Equality Act 2010 covering employment, the provision of services and public functions and education.

The Governing Body of Herne Bay Infant and Seashells Nursery is responsible for ensuring that the school meets the requirements of the Equality Act.

The Governing Body welcomes this responsibility and will:

- Ensure that everything the school does is fair, non-discriminatory and does not put individuals or groups of people at a disadvantage.
- Ensure that the school takes all reasonable steps to see that its employees do not carry out unlawful discriminatory actions or behaviour.
- Support and guide the school to have 'due regard' for equality in all its functions.
- Ensure the school complies with the public sector general duty and specific duties.

General Duty:

Herne Bay Infant School and Seashells Nursery must have 'due regard' to the need to (in relation to protected characteristics)

- Eliminate unlawful discrimination, harassment, victimisation and any other prohibited conduct.
- Advance equality of opportunity (remove or minimise disadvantage; meet people's needs; take account of disabilities; encourage participation in public life).
- Foster good relations between people (tackle prejudice and promote understanding).

'Due regard' means decision makers in school must have due regard when making a decision, developing a policy or taking an action as to whether it may have implications for people because of their protected characteristics.

Specific Duties:

Herne Bay Infant School and Seashells Nursery will:

- Publish information to show how the school is complying with the equality duty. This must be updated at least annually.
- To prepare and publish one or more specific measurable equality objectives at least every four years.
- As a school we will publish information on:
 - The diversity of the school population
 - How we are performing in relation to the three aims of the equality duty.

The school will ensure that the content of this policy is known to all staff, governors, parents and in a way that is appropriate, pupils.

Reasonable adjustments and Accessibility Plans

(see Herne Bay Infant School and Seashells Nursery accessibility plan)

The school will make ‘reasonable adjustments’ to ensure equality and that no pupil is placed at a substantial disadvantage.

To make reasonable adjustments the school will:

- Plan ahead to take reasonable steps to avoid disadvantage caused by a provision, criteria, practice or a physical feature that puts a disabled person at a substantial disadvantage compared to a non-disabled person.
- Take reasonable steps to provide auxiliary aids / services
- Provide information in an accessible format
- Implement an Accessibility Plan (see Herne Bay Infant School and Seashells Nursery policies)

‘Prohibited Conduct’ i.e Acts that are unlawful

Direct discrimination – less favourable treatment because of a protected characteristic

Indirect discrimination – a provision, criteria or practice that puts a person at a particular disadvantage and is not a proportionate means of achieving a legitimate aim.

Harassment – conduct which has the purpose or effect of violating dignity or creating an intimidating, hostile degrading, humiliating or offensive environment.

Victimisation – subjecting a person to a detriment because of their involvement with proceedings (a complaint) brought in connection with the Equality Act.

Discrimination arising from disability – treating someone unfavourably because of something connected with their disability.

Gender reassignment discrimination – not allowing reasonable absence from work for the purpose of gender reassignment in line with normal provision such as sick leave.

Pregnancy and maternity related discrimination – unfavourable treatment because of pregnancy or maternity. It includes unfavourable treatment of a woman or girl because she is breast feeding.

Responsibilities

Governing Body	Head Teacher	Staff
Ensure school complies with equality related legislation.	Implement the policy and its related procedures.	Enact this policy, its commitments procedures and responsibilities.
Ensure policy and procedures are implemented by the head teacher.	Make all staff aware of their responsibilities and provide training as appropriate	Know how to identify and challenge prejudice and stereotyping and deal with bullying and discriminatory incidents.
Ensure all school policies promote equality.	Take appropriate action in any case of actual or potential discrimination.	Promote equality and good relations and not discriminate on any grounds.
Give due regard to the Public sector equality duty when making decisions.	Ensure all staff understand their duties regarding recruitment and providing reasonable adjustments to staff.	Be models of equal opportunity through their words and actions.
	Ensure all staff pupils and parents are aware of the process for reporting bullying and prejudice related incidents.	Attend such training and information opportunities as necessary to enact this policy and keep up to date with equality legislation.

Glossary of the meaning of 'Protected Characteristics'

Age – a person of a particular age (e.g.32 years old) or a range of ages (e.g. 18-30 years)

Disability – a person has a disability if s/he has or has had a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day to day activities.

Gender reassignment – a person (usually with 'gender dysphoria) who is proposing to undergo, is undergoing or has undergone gender reassignment.

Marriage and civil partnership – marriage and civil partnership discrimination does not apply to the provision of education, but it does apply to work.

Pregnancy and maternity – maternity refers to the period of 26 weeks after the birth (including still births), which reflects the period of a woman's Ordinary Maternity Leave entitlement in the employment context. In employment, it also covers (where eligible) the period up to the end of her Additional Maternity Leave.

Race – A person's colour, nationality ethnic or national origin. It includes Travellers and Gypsies as well as White British People.

Religion and Belief – Religious and philosophical beliefs including lack of belief. Pupils may be withdrawn from acts of collective worship.

Sexual orientation – A person's sexual orientation towards the same sex (lesbian / gay) the opposite sex (heterosexual) or to both sexes (bisexual).