



# WREN'S NEST PRIMARY SCHOOL

School Key Policy for 2020-2021

## Single Equality Policy

September 2021

Document to be read in conjunction with *other key school policies (listed within document)*

## Introduction

Wren's Nest Primary School is an inclusive school where we try to meet the needs of all children, removing barriers to learning so that all children make good progress and attain well.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

**Our approach to equality is based on the following 7 key principles:**

- 1. All learners are of equal value.** Whether or not they are disabled, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.
- 2. We recognise, respect and value difference and understand that diversity is a strength.** We take account of differences and strive to remove barriers and disadvantages which people may face, in relation to disability, ethnicity, gender, religion, belief or faith and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.
- 3. We foster positive attitudes and relationships.** We actively promote positive attitudes and mutual respect between groups and communities different from each other.
- 4. We foster a shared sense of cohesion and belonging.** We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life.
- 5. We observe good equalities practice for our staff.** We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development.
- 6. We have the highest expectations of all our children.** We expect that all pupils can make good progress and achieve to their highest potential.
- 7. We work to raise standards for all pupils, but especially for the most vulnerable.** We believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school.

## Purpose of the Policy

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristic). This means that schools cannot discriminate against pupils/staff or treat them less favourably because of their sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation or pregnancy or maternity. Age and marriage and civil partnerships are also "protected characteristics" but are not part of the school provisions related to pupils.

The Act requires all public organisations, including schools to comply with the Public Sector Equality Duty and two specific duties.

### The Public Sector Equality Duty or "general duty"

This requires all public organisations, including schools to

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between different groups
- Foster good relations between different groups.

### Two "specific duties"

This requires all public organisations, including schools to:-

1. Publish information to show compliance with the Equality Duty by April 6th 2012.
2. Publish Equality objectives at least every 4 years, which are specific and measurable by April 6th 2012.

This policy describes how the school is meeting these statutory duties and is in line with national guidance. It includes information about how the school is complying with the Public Sector Equality Duty and also provides guidance to staff and outside visitors about our approach to promoting equality.

**Appendix 1** shows the school's Equality Objectives for 2021-2024 in an Equality Action Plan.

**Appendix 2** is a checklist of key equality considerations.

## Links to other policies and documentation

Although this policy is the key document for information about our approach to equalities in line with the Public Sector Equality Duty, we ensure that information about our responsibilities under the Equality Act are also included in the school prospectus, school website and newsletters. There are also references in many of our policies including the behaviour, admissions, SEND and anti-bullying policy.

The Equality Act also applies to schools in their role as employers. A number of staff and governors have undertaken Safer Recruitment training which ensures that our recruitment systems avoid discrimination and ensure equality good practice throughout the recruitment and selection process. Equality policy and practices are covered in all staff inductions. All temporary staff are made aware of the Single Equality Policy and practices.

## What we are doing to eliminate discrimination, harassment and victimisation

- We take account of equality issues in relation to admissions and exclusions; the way we provide education for our pupils and the way we provide access for pupils to facilities and services.
- We are aware of the Reasonable Adjustment duty for disabled pupils - designed to enhance access and participation to the level of non-disabled pupils and stop disabled children being placed at a disadvantage compared to their non-disabled peers.
- The Head Teacher ensures that all appointment panels give due regard to this policy so that no-one is discriminated against when it comes to employment, promotion or training opportunities.
- We ensure that those who are affected by a policy or activity are consulted and involved in the design of new policies and in the review of existing ones.
- We take seriously the need to consider the equality implications when we develop, adapt and review any policy or procedure and whenever we make significant decisions about the day to day life of the school. We make a record of each specific equality consideration and this is available for review if required.
- We actively promote equality and diversity through the curriculum and by creating an environment which champions respect for all.
- Our admission arrangements are fair and transparent and we do not discriminate against pupils by treating them less favourably on the grounds of their sex, race, disability, religion or belief, sexual orientation, or gender.

## Behaviour, Exclusions & Attendance

The school Behaviour policy takes full account of the new duties under the Equality Act. We make reasonable, appropriate and flexible adjustment for pupils with a disability. We closely monitor data on exclusions and absence from school for evidence of overrepresentation of different groups and take action promptly to address concerns.

## Addressing Prejudice & Prejudice Based Bullying

The school challenges all forms of prejudice and prejudice-based bullying, which stand in the way of fulfilling our commitment to inclusion and equality;

- Prejudices around disability and special educational needs
- Prejudices around race, religion or belief
- Prejudices around gender and sexual orientation.

We treat all bullying incidents equally seriously. We keep a record of different prejudice-related incidents and provide a report to the Governors about the numbers, types and seriousness of prejudice-related incidents at our school and how we dealt with them.

## What we are doing to advance equality of opportunity between different groups

- We know the needs of our school population very well and collect and analyse data in order to inform our planning and identify targets to achieve improvements.
- We have procedures, working in partnership with parents and carers, to identify children who have a disability through our pupil admissions home visits.
- We collect data and monitor progress and outcomes of different groups of pupils and use this data to support school improvement. We take action to close any gaps,
  - ✓ for example, we work hard to reduce the gap between disadvantaged children and those more privileged.

## We collect and analyse data:

- on the school population by factors such as: gender and ethnicity;
- on the % of pupils identified as having a special educational need and/or disability and by their principal need or disability;
- by year group - in terms of ethnicity, gender and proficiency in English;
- on inequalities of outcome and participation, related to ethnicity, gender and disability

We publish an analysis of standards reached by different groups at the end of each key stage:

- ✚ Pupil Premium
- ✚ Ethnicity
- ✚ Pupil Premium children
- ✚ EAL
- ✚ Children registered as needing SEN Support
- ✚ Children with an Education, Health and Care Plan
- ✚ Looked after Children

- We also collect, analyse and use data in relation to attendance and exclusions of different groups.
- We use a range of teaching strategies that ensures we meet the needs of all pupils.
- We provide support to pupils at risk of underachieving.
- We are alert and proactive about the potentially damaging impact of negative language in matters such as race, gender, disability and sexuality.

In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between, for example:

- disabled and non-disabled people
- people of different ethnic, cultural and religious backgrounds
- girls and boys

- We ensure equality of access for all pupils to a broad and balanced curriculum, removing barriers to participation where necessary.
- We have also implemented an Accessibility Plan designed to: increase the extent to which pupils with disability can participate in the curriculum; improve the physical environment and; improve the availability of accessible information to disabled pupils.

### Positive Action

We will take positive and proportionate action to address the disadvantages faced by particular groups of pupils with particular protected characteristics, such as targeted support. The actions will be designed to meet the school's Equality Objectives.

### What we are doing to foster good relations

- Our curriculum intent for the whole of the school is centred around responsibility, respect, tolerance and supporting children to understand and develop core values.
- We prepare our pupils for life in a diverse society and ensure that there are activities across the curriculum that promotes the spiritual, moral, social and cultural development of our pupils.
- We teach about difference and diversity and the impact of stereotyping, prejudice and discrimination through PSHE and across the curriculum.
- We use materials and resources that reflect the diversity of the school, population and local community in terms of race, gender and disability, avoiding stereotyping.
- We promote a whole school ethos and values that challenge prejudice based discriminatory language, attitudes and behaviour.
- We provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures.
- We include the contribution of different cultures to world history and that promote positive images of people.
- We provide opportunities for pupils to listen to a range of opinions and empathise with different experiences.
- We promote positive messages about equality and diversity through displays, assemblies, visitors, school community videos and newsletters.

### Other ways we address equality issues

- We keep minutes of meetings where equality issues are discussed, e.g., *Governors Meetings*.
- We have a rolling programme for reviewing all of our school policies in relation to equalities and their impact on the progress, safety and wellbeing of our pupils.

In order to ensure that the work we are doing on equalities meets the needs of the whole school community we:

- Secure and analyse responses from staff surveys, staff meetings and training events.
- Review feedback and responses from the children and groups of children, from the School Council, PSHE lessons, whole school questionnaires on children's attitudes to self and school
- Analyse issues raised in Annual Reviews or reviews of progress on SEND Plans.
- Ensure that we secure responses and feedback at Governing Board meetings.

## **Publishing Equality Objectives (see Equality Action Plan/ School Development Plan)**

The objectives which we identify represent our school's priorities and are the outcome of a careful review of and analysis of data and other evidence. They also take into account national and local priorities and issues.

We evaluate our success in meeting the Public Service Equality Duties by the extent to which we **achieve improved outcomes** for the different groups.

We produce an Equality Action Plan that shows how we will achieve our objectives.

## **Monitoring and Reviewing Objectives**

We will review and update our equality objectives every year and report to the governing board on progress towards achieving them. We involve and consult staff, pupils, governors and parents and carers.

We will publish an evaluation of the success in meeting these objectives for parents and carers, on the school website.

## **Roles and Responsibilities**

We expect all members of the school community and visitors to support our commitment to promoting equalities and meeting the requirements of the Equality Act. We will provide training, guidance and information to enable them to do this.

### **Governing Board**

The governing board is responsible for ensuring that the school complies with legislation and that this policy and its related procedures and action plans are implemented. The Curriculum and Standards Committee and the Personnel Committee both have a watching brief regarding the implementation of this policy.

Every governing board committee keeps aspects of the school's commitment to the Equality Duty under review, for example, in terms of standards, curriculum, admissions, exclusions. Governors annually review the Equality Policy.

### **Head Teacher**

The Head Teacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

### **Teaching and Support Staff**

All teaching and support staff will:

- promote an inclusive and collaborative ethos in their classroom.
- challenge prejudice and discrimination.
- deal fairly and professionally with any prejudice-related incidents that may occur.
- plan and deliver curricular and lessons that reflect the school's principles, for example, in providing materials that give positive images in terms of race, gender and disability.



- maintain the highest expectations of success for all pupils.
- support different groups of pupils in their class through differentiated planning and teaching, especially those who may (sometimes temporarily) find aspects of academic learning difficult.
- keep up-to-date with equalities legislation relevant to their work.

### **Visitors**

All visitors to the school, including parents and carers are expected to support our commitment to equalities and comply with the duties set out in this policy.

### **Equal Opportunities for Staff**

- This section deals with aspects of equal opportunities relating to staff. We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.
- All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law.
- We are also concerned to ensure wherever possible that the staffing of the school reflects the diversity of our community.
- As an employer we strive to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.
- We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice.

We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

### **Monitoring and Reviewing the Policy**

We review the information about equalities in the policy annually and make adjustments as appropriate. Our review involves pupils, staff, governors and parents and carers.

### **Disseminating the Policy**

This Equality Policy along with the Equality Objectives and data is available;

- on the school website
- as paper copies in the school office
- as a summary in the school prospectus

We ensure that the whole school community knows about the policy, objectives and data through the school newsletter, assemblies, staff meetings and other communications.

We publish on the school's website copies of relevant policies and guidance, including those on behaviour, anti-bullying and special educational needs. The whole policy is available for all parents from the school office and published on the school website. [www.wrens-nest.dudley.sch.uk](http://www.wrens-nest.dudley.sch.uk)

**Date: September 2021**

**Review date: September 2024**



Equality Objectives and Action	2021/22 Action and Targets	2022/23 Action and Targets	2023/24 Action and Targets	Person responsible
<p>Ensure that all pupils' voices are heard and the children consider the issue of gender equality and consult on their views regarding possible areas of discrimination at Wren's Nest</p>	<p>Regular meetings of the School Council from Y1 to Y6 with a formal reporting procedure, ensuring all children have opportunity to contribute.</p> <ul style="list-style-type: none"> <li>✓ Children to elect members ensuring a fair balance of girls and boys.</li> <li>✓ Representatives to discuss with class whether they feel girls and boys are treated equally at Wren's Nest and identify any areas of perceived unfairness in school</li> <li>✓ MW/children to feedback to DHT/HT and actions taken as appropriate to address children's views.</li> </ul> <p>→ 6 girls and 5 boy council representatives elected.</p> <p>→ See feedback from Council</p>	<p>Review children's perceptions of gender equality.</p> <p>Share work undertaken from previous year.</p> <p>Repeat school council review and feedback. Identify any further areas of perceived unfairness within school.</p>	<p>All classes to review gender equality with class teachers - questionnaire.</p>	<p>MW (School Council)</p> <p>SP</p>
<p>Ensure that all parents, regardless of their individual circumstances are supported to access information about their child's progress at school.</p>	<p>In addition to mechanisms within each class, SENDCo and Family Support workers as well as SLT ensure that parents are supported to access information on their child's progress at school.</p> <ul style="list-style-type: none"> <li>✓ SEN meetings will be supported so that children and parents have opportunity to contribute.</li> <li>✓ SEND plans written so children can understand targets and plan.</li> </ul>	<p>Develop an increased range of different opportunities for parents to come into school, see their children learning and have opportunity to discuss this progress.</p>	<p>All parents access information regarding their children's progress at school in an appropriate and easy to understand form.</p>	<p>AH FSWs SLT</p>

	<ul style="list-style-type: none"> <li>✓ Any reports written regarding children and families e.g. CP / CIN reports will be discussed with parents prior to meeting.</li> <li>→ Safeguarding reports shared with parents prior to meetings.</li> <li>→ SEND meetings / review of targets - children have attended where appropriate. Edukey plans show evidence of parental and child comments.</li> </ul>			
Equality Objectives and Action	2021/22 Action and Targets	2022/23 Action and Targets	2023/24 Action and Targets	Person responsible
Ensure that the governing board of the school reflects that of the wider community	<p>Review of Instrument of Governance to ensure fit for purpose and meets the needs of the school.</p> <p>Completion of skills audit to identify any gaps in knowledge, skills and understanding - recruit where possible to fill identified gaps.</p> <p>→ Two new governors to recruited for start in Dec 2021</p>	Recruit when necessary and where possible fill any remaining identified gaps.	Recruit when necessary and where possible fill any remaining identified gaps.	Govs  SP
Ensure that all pupils can participate in extracurricular activities and that through extra-curricular activities gender stereotypes are challenged.	<p>Monitor extra-curricular clubs each term to ensure that they include a range and breadth of activities for all children.</p> <p>Monitor attendance to clubs and review balance different groups of children (esp. Pupil Premium and gender.)</p>	<p>Monitor extra-curricular clubs each term to ensure that they include a range and breadth of activities for all children.</p> <p>Monitor attendance to clubs and review balance different groups of children (esp. Pupil Premium and gender.)</p>	<p>Monitor extra-curricular clubs each term to ensure that they include a range and breadth of activities for all children.</p> <p>Monitor attendance to clubs and review balance different groups of children (esp. Pupil Premium and gender.)</p>	EP SA SP

		Identify targeted individuals to attend specific clubs as appropriate (e.g. to address obesity / health issues - positive discrimination)	Identify targeted individuals to attend specific clubs as appropriate (e.g. to address obesity / health issues - positive discrimination)	
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Equality Objectives and Action	2021/22 Action and Targets	2022/23 Action and Targets	2023/24 Action and Targets	Person responsible
Ensure that all pupils can participate in school trips and visits and that through school trips and activities that gender stereotypes are challenged.	<p>All children will participate in a minimum of 4 school trips/visit per year. The risk assessment form ensures no child is discriminated against - Phase leaders / HT to monitor. Where appropriate individual risk assessments will be written to support children with individual needs and specific requirements to enable them to attend the visit.</p> <ul style="list-style-type: none"> <li>→ Trips and visits lists for year groups</li> <li>→ Inclusive trips (and positively discriminate where appropriate e.g. OR swimming)</li> </ul>	<p>All children will participate in a minimum of 4 school trips/visits per year. The risk assessment form ensures no child is discriminated against - Phase Leader / HT to monitor.</p>	<p>All children will participate in a minimum of 4 school trips/visits per year. The risk assessment form ensures no child is discriminated against - Phase Leaders / HT to monitor.</p>	<p>Class teachers</p> <p>Phase Leaders</p> <p>SP</p>
To ensure that parents and children are involved in the continued review and development of the equality scheme and that it responds to concerns raised.	<p>Summary copy of policy available on the school website and views sought from parents.</p> <p>School council to consider equality from a children's viewpoint and identify possible issues.</p> <ul style="list-style-type: none"> <li>→ Girls Bootcamp started in 2018 - featured by request from girls at Sports Day! (2019)</li> <li>→ Girls in football squad</li> </ul>	<p>Review of policy and raised awareness of the importance of racial, gender, disability equality. Seek views from parents through school / feedback from parent governors.</p>	<p>Review of policy and raised awareness of the importance of racial, gender, disability equality. Seek views from parents through school / feedback from parent governors.</p>	<p>SP</p> <p>EM</p>

<p>Promotion and development of children's personal, social, health education and development of their understanding of social and cultural responsibilities underpin our school ethos.</p>	<p>The school ethos promotes the importance of respect and tolerance - central to our behaviour policy.</p> <p>Assemblies/parental videos will develop and support children's understanding throughout the year. → <a href="#">Assembly file provides evidence of school programme</a></p> <p>School PSHE programme embeds this philosophy - investment in the Dot.Com programme for all children from Y1 - Y6. (Supported by the Police, the Home Office and the PSHE association).</p>	<p>Children to continue to develop their understanding of respect and their responsibilities within their home, school, community and the wider world.</p> <p>Children to understand "Respect" for others in a range of contexts.</p>	<p>Children to further develop understanding of respect, tolerance and their responsibilities.</p> <p>Children to understand "Respect" for others in a range of contexts.</p>	<p>SP</p> <p>EM</p> <p>RG</p> <p>Class teachers</p>
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Equality Objectives and Action	2021/22 Action and Targets	2022/23 Action and Targets	2023/24 Action and Targets	Person responsible
<p>To ensure disadvantaged children (receiving the Pupil Premium) are successful in learning to read and decode words. (Phonics)</p>	<p>Children receiving the Pupil Premium will attain as well as their non PP peers nationally.</p> <ul style="list-style-type: none"> <li>→ Refer to Pupil Premium Reports 2019/20 and 2020/21</li> <li>→ Target: 80% of Pupil Premium children to pass the Phonics Screening Check at Wren's Nest in June 2022. (National average pass mark for all children (82%))</li> </ul>	<p>Children receiving the Pupil Premium will attain better than their non PP peers nationally.</p>	<p>Children receiving the Pupil Premium will attain better than their non PP peers nationally.</p>	<p>HS</p>
<p>To review the pay policy and the Performance Management Policy to ensure that policies promote equality of opportunity for all genders, eliminate unlawful discrimination and harassment and ensure no gender pay gap.</p>	<p>Following publication of STPCD 2021. Review Pay Policy/Appraisal policy, consult with teaching staff - September 2021.</p> <ul style="list-style-type: none"> <li>→ Pay Policy consulted upon by staff and approved by Governors October 2021</li> </ul>	<p>Following publication of STPCD 2022. Review Pay Policy/Appraisal policy, consult with teaching staff - September 2022</p>	<p>Following publication of STPCD 2023. Review Pay Policy/Appraisal policy, consult with teaching staff - September 2023</p>	<p>SP EP Govs</p>

## Review of the impact of the equality objectives for the 3 year period 2018/19 → 2020/21

**1) All children have attended educational visits - with special arrangements been made for individual children to enable them to access the visit:** For example:

- a) Transport provided for children for whom walking to visit Dudley Library, Priory Park and Sycamore Adventure was a barrier to access.
- b) Adapted pushchair and individual risk assessment to enable a child with mobility difficulties to access Dudley Zoo.
- c) Additional member of staff to accompany a child with autism to enable them to access a residential activity centre.

**2) Disadvantaged children receiving the Pupil Premium have been successful in passing the national phonics check.**

In November 2020 (COVID 19 year), 77% of children eligible for Pupil Premium passed the phonics screening test; the National pass rate for all children is 82%

**3) Ensuring access to extra-curricular activities for all children:**

All children have free choice of a range of after school clubs. The clubs on offer for each phase offer a range of type of club - sports / crafts / music etc. To ensure open access and availability for all children there is no charge to attend any club. 136 children who were eligible for the pupil premium took part in clubs during the Autumn term 2019 and 167 in the Spring term 2020 (last term clubs were held due to COVID 19 pandemic). Children with additional needs also took part in clubs and there was no discrimination (Club registers)

**4) Ensuring gender equality of opportunity and responding to children's views:**

Children at Wren's Nest are encouraged to share their views and thoughts. A good example of school responding to children's feedback is the provision of a Girls' Bootcamp. The original Bootcamp had been set up as a positive behaviour strategy to provide opportunity for children on the tracking that found it difficult to focus to expend excess energy prior to the start of lessons and then act as a incentive - staff expected to see tracking incidents reduce. The Bootcamp was a boys club - as the children causing the difficulties were boys! However when some girls spoke to members of staff and explained that they didn't feel that it was fair that it was "Boys only" Bootcamp and that they would like their own Girls Bootcamp. This was fed back to SLT and a club was set up and well received!

## APPENDIX TWO

### Check list for School Staff and Governors

- The school collects information on race, disability and gender with regards to both pupils and staff, e.g. pupil achievement, attendance, exclusions and staff training.
- This information is used to inform the policies, plans and strategies, lessons, additional support, training and activities the school provides.
- The Equality Policy and Plan and Objectives have been shaped by the views, input and involvement of staff, parents, governors, pupils and other stakeholders.
- The school publishes information to demonstrate purposeful action on the general duties.
- The school analyses pupil achievement in terms of progress and standards for different groups and takes action when there trends or patterns indicate a need.
- The school sets Equality Objectives to improve outcomes for vulnerable pupils and monitors progress on reaching these objectives.
- The school ensures that all staff understand and implement the key requirements of the Equality Policy.
- The school ensures that visitors to the school understand and follow the key requirements of the Equality Policy.
- The curriculum includes opportunities for all pupils to understand and celebrate diversity and difference.
- All groups of pupils are encouraged to participate in school life and make a positive contribution, e.g. through class assemblies and the Pupil Parliament.
- The school monitors bullying and harassment of pupils in terms of difference and diversity (i.e. different groups) and takes action if there is a cause for concern.
- Minority ethnic, disabled and both male and female role models and those of vulnerable groups are promoted positively in lessons, displays, discussions and class assemblies.
- The school environment is increasingly as accessible possible to pupils, staff and visitors to the school.
- Open evenings and other events which parents, carers and the community attend are held in accessible parts of the school and issues such as language barriers are considered.

The accessibility needs of parents, pupils and staff are considered in the publishing and sending out of information

- The Governing Board is increasingly representative of the community it serves. Procedures for the election of parent governors are open to candidates and voters who are disabled.