



Single Equality Duty Policy

Originally approved	November 2021
Date for revision	November 2024
Policy Originator	Inclusion Lead
Reviewed by	Inclusion Lead

Our Vision Statement

Childhood matters to us: it is short, precious and cannot be repeated. Our Christian values are rooted in God. Growing in love, every child reaches their spiritual and academic potential. Our learners use their resilience, curiosity and independence to become fruitful and effective global citizens. With the Holy Spirit by our side, we can achieve anything!

Statement of Policy

At Send Church of England Primary 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, sex, disability, faith or religion, sexual orientation, gender reassignment or social 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.

Background

The Equality Act 2010 introduced a single Public Sector Equality Duty which applies to all public sector bodies including schools. This Act provides a single, consolidated source of discrimination law and replaces all existing equality legislation. The Act also provides some changes and requires all public bodies to have a 'duty to promote equality' and to have 'due regard' for the need to;

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relationships across all groups: between those who share a protected characteristic and those who do not

'Protected groups' refers to

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

- Age
- Disability
- Marriage and civil partnership

At Send C. of E. Primary School we consider that it is our duty to take all of these groups into account.

Specific duties under Public Sector Equality Duty (PSED)

- Publish information to show how the school is complying with PSED.
- Publish evidence of the equality analysis undertaken
- Publish details of engagement undertaken with interest groups
- Prepare and publish equality objectives

Philosophy

- We recognise, respect and welcome diversity and celebrate the wide range of cultures within our school
- We foster positive attitudes and relationships and a shared sense of cohesion and belonging
- All members of our community are of equal value
- Admission to our community is non-discriminatory
- We aim to reduce and remove inequalities that currently exist
- We consult widely, both within our community and outside of it
- We are part of a wider community and that community should benefit too

Action plan

The School Development Plan is reviewed, revised and updated each year. The philosophy and values listed above will be applied specifically as follows:

- Learners' progress, attainment and assessment
- Learners' personal development, welfare and well-being
- Teaching styles and strategies
- Admissions and attendance
- Staff recruitment, retention and professional development
- Care, guidance and support
- Behaviour, discipline and exclusions
- Working in partnership with parents, carers and guardians
- Working with the wider community
- Accessibility to our site and curriculum

Addressing prejudiced related bullying and harassment

This is specifically addressed via the school's Whistleblowing and Ending Bullying and Harassment policies (aimed at employees) and Positive Behaviour Policy (aimed at pupils). These policies are available on the school website. Racial incidents are dealt with as they occur in accordance with the school's guidance and logged and then reported to Surrey County Council annually in compliance with our statutory duty.

Bullying incidents are logged and serious incidents resulting in exclusions are reported to school Governors.

Issues relating to prejudice, diversity and bullying are addressed within the PHSCE curriculum and via the school's Values system.

Roles and responsibilities

The Governing Body is responsible for:

- ensuring that the school complies with legislation and that this policy and its related procedures and strategies are implemented
- overseeing the SDP to ensure it meets statutory requirements in relation to this policy

The Headteacher is responsible for:

- implementing the policy
- ensuring the SDP meets statutory requirements in relation to this policy and that it is reviewed and updated annually
- ensuring all staff are aware of the values and ethos of the school and their responsibilities and are given appropriate training and support
- taking appropriate action in any cases of unlawful discrimination

The Inclusion Lead are responsible for:

- reviewing this policy on an 3 yearly basis
- ensuring that this policy is available to staff, carers and governors on the school website

All staff are responsible for:

- promoting an inclusive and collaborative ethos within school
- dealing with any prejudice or bullying that occurs in line with school policies
- identifying and challenging bias and stereotyping in the curriculum and associated resources
- supporting pupils and carers within school who have a barrier to accessing learning or school life
- keeping up to date with the law and including training and learning opportunities as part of their continuous professional development

Staff development and training

We ensure that all members of staff receive planned and appropriate training and access to opportunities for continuous professional development, both as individuals and as groups or teams. We aim to respond rapidly and appropriately to specific needs as they change and develop.

Monitoring and evaluation

- We specifically collect, analyse and use data in relation to pupil achievement broken down as appropriate according to disabilities and special educational needs, ethnicity, culture, language, religious affiliation, national origin and national status, sex, gender reassignment and any other protected group in compliance with our Data and Safeguarding policies
- We frequently review good practice and make use of a range of auditing schedules
- As part of the SDP review cycle we will monitor specific objectives relating to the Equality Act 2010
- School objectives, reports and policies that relate to our Public Sector Equality Duty are published on the school's website