

Our Commitment to Equality



Styal Primary School

Valuing the Individual to Believe and Achieve

March 2023

To be reviewed March 2024

Our Aims

Styal Primary School aims to have due regard to the need to:

1. Eliminate discrimination and other conduct prohibited by The Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

Protected Characteristics

Schools cannot unlawfully discriminate against pupils because of their sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity.

Legislation and Guidance

- [The Equality Act 2010](#)
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#)
- [The Equality Act 2010 and Schools](#)

Schools cannot unlawfully discriminate:

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

Roles and Responsibilities

The governing board will:

- Ensure the equality information and objectives are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years.
- Ensure they are familiar with the legislation and information in this document.

The headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor the success of achieving our objectives and report back to governors
- Identify staff training needs and deliver training where necessary

All staff are expected to have regard to this document and Styal's Commitment to Equality and work to achieve the objectives.

- Will consult and involve those with inequality – parents, pupils, staff and community.

Eliminating Discrimination at Styal Primary School

School is aware of its obligations under The Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination.

Staff and governors are reminded of their responsibilities and it is recorded in minutes of meetings.

New staff receive training as part of their induction and staff receive refresher training annually.

In fulfilling the duty, Styal Primary School will:

- Publish attainment data showing how pupils with different characteristics are performing
- Analyse the data to determine strengths and areas for improvement and implement actions

How Styal Primary School fosters good relations:

Styal Primary School prides itself on being an inclusive school that cares for every individual child. We aim to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance and understanding of a range of religions and cultures. For example, in the teaching of RE, SRE, by actively promoting British Values and an ethos of respect, tolerance and valuing diversity.
- Holding assemblies linked with relevant issues.
- Working with our community.
- All pupils encouraged to take part in school's clubs such as sports clubs.
- Monitoring and evaluating the attainment and progress of all pupils – looking at the performance of particular groups who share a protected characteristic to compare their performance against those who do not share it.
- Interventions to maximise the potential of all pupils.
- Supporting all our staff and pupils to reach their potential.
- We take reasonable steps and make reasonable adjustment to meet disabled pupils' needs. This is to ensure that all children can access the school's environment and activities. We regularly review our accessibility plans.

Links with other policies:

- SEND Policy
- Positive Behaviour Policy
- Anti-Bullying Policy
- RE Policy
- SRE Policy
- Code of Conduct
- Induction Policy
- Statement on British Values
- Accessibility Policy

Styal Primary School's Equality Objectives

1. To train all staff on equal opportunities and non-discrimination – add to Induction Plan
2. Training evaluation will show that all staff will have a good understanding of the legal requirements.
3. To adopt a whole school approach to provide staff with formal guidance on how to deal with equality issues.
4. To develop an Equality section on our website.
5. To ensure attainment of children from ethnic minority backgrounds match that of other groups of children.

2019-2020 (117 on roll)	Ethnic Minorities			Ethnic Majority		
Whole school	28 (24%)			89 (76%)		
KS1	22%			78%		
KS2	24%			76%		
Assessed Areas as of March 2020	R	W	M	R	W	M
% of children at the end of KS1 at expected at Reading writing and Maths (RWM)	6%	22%	11%	44%	72%	50%
% of children at the end of KS1 at exceeded at Reading writing and Maths (RWM)	6%	6%	6%	22%	11%	11%
% of children at the end of KS2 at expected at Reading writing and Maths (RWM)	18%	12%	24%	54%	53%	53%
% of children at the end of KS2 at exceeded reading writing and Maths (RWM)	6%	6%		29%	6%	18%

6. School Council introduced in Autumn 2020. We will seek the views of children to understand how children experience life at Styal Primary School.
7. To ensure that future reviews of relevant school policies include reference to equality

8. To ensure there is due regard to equality considerations whenever significant decisions are made such as when organising educational visits and clubs.
 - Does it cut across a religious holiday?
 - Is it accessible to children with disabilities?
 - Does it have equivalent facilities for boys and girls?
9. To analyse bullying and prejudice related incidents to ensure they are dealt with effectively – introduce system of logs:
 - Anti-Bullying Log
 - Child on Child / Sexual Harassment Log
 - On-line Incident Log
 - To purchase CPOMs to aide the tracking of incidents and check for patterns.
10. Governors will update the equality information we publish.
 - This document will be reviewed every 4 years.
 - The document will be approved by the governing body Spring 2023.