



Equality Policy

At Oughtrington Community Primary School we make every effort to ensure that barriers to treating children and adults in our community differently are removed.

Equality Objectives:

- By July 2019, to ensure that equality / diversity / uniqueness is a half termly focus in our Values Education for 2018 / 19
- By July 2019, SLT to undertake termly monitoring of incidents / concerns logs
- By July 2019, to increase the opportunities in the curriculum to learn about equality and diversity
- By July 2019, to further raise the awareness of diversity of school staff with children

How have the objectives been chosen?

- These objectives have been chosen as a result of internal analysis of data and national data.

In order to achieve the objectives

We will:

- Monitor carefully the performance of groups
- Monitor and evaluate the quality of provision for groups of pupils
- Report performance of groups at least termly to the Governing Body

What is the diversity of our school population?

Our school population in 2018 is parentally declared as: Any other Asian background (0.24%), Any other White background (3.14%), Any other ethnic group (0.24%), Any other mixed background (3.86%), Indian (0.72%), Refused (0.24%), White British (89.86%), White & Asian (1.21%), White and Black African (0.24%), White and Black Caribbean (0.24%).

How are we performing in relation to the three aims of the equality duty?

- **Eliminate unlawful, discrimination, harassment and victimisation.**
We consider we do well against this aim. Our Ethos and Values and Aims support this work as well as our approach to pastoral support.
- **Advance equality of opportunity.**
We encourage participation in sport for those with disability through engagement in residential and other sports and activities.

- **Foster good relations.**

We have Meet the Teacher sessions, workshops for parents, have an open door approach and also have teachers on the playgrounds every day.

The Equality Act brought in changes in to what schools should and must do.

The Act covers all aspects of school life to do with how a school treats pupils and prospective pupils, parents and carers, employees, and members of the community. Everything a school does must be fair, non-discriminatory and not put individuals or groups of people at a disadvantage. In particular, a school must not discriminate, harass or victimise a pupil or potential pupil in relation to:

- Admissions
- The way it provides education for pupils
- How it provides pupils access to any benefit, facility or service
- Excluding a pupil or subjecting them to any other document

What actions and behaviours are unlawful under the Act?

The Act defines a number of types of unlawful behaviour, including:

- Direct discrimination
- Indirect discrimination
- Failing to make reasonable adjustments for disabled pupils or staff
- Discrimination arising from disability
- Harassment related to a protected characteristic
- Victimisation of someone because they have made, or helped with, a complaint about discrimination

The Act uses the term 'protected characteristics' to refer to aspects of a person's identity. Treating a person less favourably because they have one or more of these characteristics would be unlawful. The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The protected characteristics of age and marriage and civil partnership apply to schools as employers, but not in relation to their provision for pupils.