

# Equality Policy – Froxfield Primary School

## (including Equality Information and Objectives)

Review Cycle:-	Every 4 years with Equality information (appendix A) reviewed annually	Date of Next Review:-	Spring 2025
Approver:-  Chair of Governors	Signed:-  Date:-	Approver:-  Head Teacher	Signed:-  Date:-

### Introduction

We welcome our duties under the Equality Act 2010 as both a provider of education and as an employer.

Our School's Christian Values of Love, Respect and Courage are the basis of our ethos and they shape all our attitudes, behaviour, learning and relationships. They foster a culture where equality is valued and practised. A loving and caring attitude enables us to see and value the worth of every individual, ensuring that each is nurtured to achieve their true potential; respect is the basis of all relationships in the School, so that we acknowledge that we are each different, but each of equal worth and that together we are stronger for our diversity; and with courage we can call out unfairness, partiality and prejudice and put wrongs right.

We believe that all pupils and members of staff should have the opportunity to fulfil their potential whatever their background, identity and circumstances. We are committed to creating a community that recognises and celebrates difference within a culture of respect and co-operation. We appreciate that a culture which promotes equality will create a positive environment and a shared sense of belonging for all who work, learn and use the services of our school. We recognise that equality will only be achieved by the whole school community working together – our pupils, staff, governors and parents/carers.

This document outlines the principles which will guide our approach to working with our school community and enabling an open culture.

For staff and prospective staff, this policy should be read in conjunction with the school's Employment Equality Policy.

## **National and Legal Context**

We recognise that we have duties under the Equality Act 2010 in relation to the school community to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (applicable only to staff), disability, gender reassignment, race, sex, maternity and pregnancy, religion or belief, sexual orientation and marriage and civil partnership (applicable only to staff).

We also recognise that we have a duty under the Education & Inspections Act 2006 to promote community cohesion, i.e. developing good relations across different cultures and groups.

We also appreciate that these duties reflect the international human rights standards as expressed in the UN Convention on Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

## **School Context**

Froxfield CE School is located in rural Hampshire close to the market town of Petersfield. It is a small Church of England school with four classes (103 children).

## **Principles**

To fulfil our legal obligations, we are guided by a number of principles.

### **1. All pupils, families and staff are of equal value**

We see all pupils, potential pupils, their parents and carers, and staff as of equal value:

- Whether or not they are disabled
- Whatever their ethnicity, culture, national origin or national status
- Whatever their sex
- Whatever their gender identity
- Whatever their religious and non-religious affiliation or faith background
- Whatever their sexual orientation
- Whatever their marital status

- Whether they are currently pregnant or have recently given birth
- Whatever their age

## **2. We recognise and respect difference**

We recognise that treating people equally does not necessarily involve treating them all the same. We recognise that our policies, procedures and activities must not discriminate but must take account of diversity and the kinds of barriers and disadvantage that staff, parents/carers or pupils may face in relation to their protected characteristics:

- Disability – we understand that reasonable adjustments may need to be made.
- Sex – we recognise that girls and boys, men and women have different needs.
- Gender reassignment – we recognise an individual has the protected characteristic of gender reassignment if they are proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex.
- Religion and belief – we acknowledge that reasonable requests in relation to religious observance and practice may need to be made and complied with.
- Ethnicity and race – we appreciate that all have different experiences as a result of our ethnic and racial backgrounds.
- Age – we value the diversity in age of staff, parents and carers.
- Sexual orientation – we respect that individuals have the right to determine their own sexual identity and that they should not experience disadvantage as a result of their preference.
- Marriage and civil partnership – we recognise that our staff, parents and carers may make their own personal choices in respect of personal relationships and that they should not experience disadvantage as a result of the relationships they have.
- Pregnancy and maternity – we believe that our staff, parents and carers should not experience any unfair disadvantage as a result of pregnancy or having recently given birth

## **3. We foster positive attitudes and relationships, and a shared sense of cohesion and belonging**

We intend that our policies, procedures and activities should promote:

- positive attitudes and interaction between groups and communities different from each other
- an absence of harassment, victimisation and discrimination in relation to any protected characteristics

#### **4. We observe good equalities practice in relation to staff**

We ensure that our policies and practices for all staff and potential staff throughout the employment lifecycle, i.e. from recruitment through to the cessation of employment and beyond, are applied fairly and consistently across all groups with full respect for legal rights, taking into account aspects applicable to particular groups (e.g. duty to make reasonable adjustments for disabled staff).

#### **5. We aim to reduce and remove inequalities and barriers that already exist**

We intend that our policies, procedures and activities avoid or minimise any possible negative impacts and we aim to reduce inequalities that exist between groups and communities different from each other.

#### **6. We consult and involve to ensure views are heard**

In our development of policies, we engage with groups and individuals, including pupils who are affected by a policy or activity to ensure that their views are taken into account. For policies and activities affecting pupils, we will take account of views expressed at school council; for parents, through parent governor representation and for staff, through staff governor representation. Where necessary, we will consult more widely with specific groups.

#### **7. We aim to foster greater community cohesion**

We intend that our policies, activities and curriculum offer foster greater social cohesion and provide for an equal opportunity to participate in public life irrespective of the protected characteristics of individuals and groups.

#### **8. We base our practices on sound evidence**

We maintain and publish information annually to show our compliance with the public sector equality duty, set out under section 149 of the Equality Act 2010. Our current equality information can be found in Appendix A to this policy statement.

#### **9. We set ourselves specific and measurable equality objectives**

We develop and publish specific and measurable objectives every four years based on the evidence that we have gathered (principle 8) and the engagement we have been involved in (principle 7).

The objectives can be found in Appendix B to this policy statement and take into account both national, county and school level priorities.

We will set ourselves new objectives every four years, but keep them under review and report annually on progress towards achieving them.

### **Application of the principles within this policy statement:**

The principles outlined in the policy statement will be applied and reflected in:

- The delivery of the school curriculum
- The teaching and learning within the school
- Our practice in relation to pupil progress, attainment and achievement
- Our teaching styles and strategies
- Our policies and practice in relation to admissions and attendance
- Our policies and practice in relation to staff
- Our care, guidance and support to pupils, their families and staff
- Our policies and practice in relation to pupil behaviour, discipline and exclusions
- Our partnership working with parents and carers
- Our contact with the wider school community

### **Addressing prejudice and prejudice-related bullying**

The school is opposed to all forms of prejudice including, but not limited to prejudice related to protected characteristics. We will ensure that prejudice-related incidents in relation to staff and pupils are recorded and dealt with appropriately.

### **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 action plans are implemented and that arrangements are in place to deal with any concerns or unlawful action that arises.

The headteacher is responsible for implementation of this policy, ensuring that all staff are aware of their responsibilities and given appropriate training and support and for taking appropriate action in any cases of unlawful discrimination, harassment or victimisation.

All staff are expected to work in accordance with the principles outlined in this policy to:

- promote an inclusive and collaborative ethos in their practice
- deal with any prejudice-related incidents that may occur
- plan and deliver curricula and lessons
- support pupils in their class who have additional needs

## Equalities Information

## Appendix A

We recognise that the public sector equality duty has three aims, to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation).

We have also involved staff, pupils, parents and others in the following ways:

- year group reps
- parent questionnaires
- involvement of the student council
- staff survey
- contact with parents representing pupils with particular protected characteristics

### Pupil-related data – September 2023

Information	Evidence and commentary	
Attendance 2022/23	Group	Attendance %
	All (110)	93.79%
	Girls (55)	91.83%
	Boys (55)	95.75%
	SEN with EHCP (2)	69.89%
	Other SEN (14)	88.30%

	Pupil Premium (16)	88.24%	
	EAL (4)	92.95%	
	GRT (3)	75.62%	
Composition of the School September 2023	Girls – 71.4% Boys – 28.6%		
Ethnic Background – September 2023	White British (77)	White and Asian (1)	Other mixed background (2)
	Gypsy/Roma (3)	Any other white background (8)	Refused (1)
	Not yet obtained (4)	White other (2)	Any other mixed (1)
	Any other Asian (1)		
	77%	1%	2%
	3%	8%	1%
	4%	2%	1%
Children with English as a second language	5%		
Special Educational Needs	16% of children with SEN Support 2.0% of children with EHC plan		
End of Foundation Stage Data 2023	Group	% Achieving GLD	
	Girls (6)	67%	
	Boys (7)	86%	
	Disadvantaged (0)	-	
Year 1 Phonics Tests- 2023	Group	% achieving the standard	
	All (11)	100%	
	Girls (4)	100%	
	Boys (7)	100%	
	Disadvantaged (2)	100%	



End of KS1-2023	Group	Reading % EXS+	Writing % EXS+	Maths % EXS+			
	All (15)	73%	67%	73%			
	Girls (7)	71%	71%	71%			
	Boys (8)	75%	62%	75%			
	Disadvantaged (3)	67%	67%	67%			
End of KS2-2023	Group	Reading		Writing		Maths	
		% EXS+	% GDS	% EXS+	% GDS	% EXS+	% GDS
	All (15)	87%	67%	73%	27%	87%	47%
	Girls (7)	86%	71%	71%	29%	86%	43%
	Boys (8)	88%	63%	75%	25%	88%	50%
	Disadvantaged (3)	67%	67%	67%	33%	67%	0%
	Progress	Group	Reading	Writing	Maths		
		All (15)	+3.05	-0.44	+2.53		
		Girls (7)	+4.46	+0.12	+1.42		
		Boys (8)	+1.81	-0.92	+3.50		
Disadvantaged (3)		+2.18	+1.03	+0.48			
SEN Support (2)		+2.36	-7.61	+2.44			
EHCP (0)		-	-	-			
Participation in School Council by Groups  September 2023	Group	% of group (to- tal 6 children)					
	Girls	67%					

	Boys	33%	
	Disadvantaged	-	
	SEN	16.6%	
	EAL	16.6%	
House/Vice-Captains by Group	Group	% of group (total 8 children)	
September 2023	Girls	62%	
	Boys	38%	
	Disadvantaged	13%	
	SEN	13%	
Percentage of disadvantaged children	FMS6 6%		
	PP+ 2%		

### Staff data

As the school has fewer than 150 staff, the Governing Body will not be required to publish information in relation to their staff.

**Date for publication:** *Spring 2021*

**Date for review and re-publication:** *Spring 2022*

**Date for review and re-publication:** *Spring 2023*

We recognise that the public sector equality duty has three aims, to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation).

We have also involved staff, pupils, parents and others in the following ways:

- parent questionnaires
- involvement of the student council
- staff survey
- Year group reps
- contact with the local community

Having referred to and analysed our equality information, we have set ourselves the following objective(s):

Objectives set Spring 2021

Objective 1: To ensure that all parents are happy to come to school take part in school events and feel they are able to raise concerns about their child or about the way they are treated as a member of the school community and do not feel they are discriminated against in any way.

Review Spring 2022

In our recent questionnaire we received the following responses to related questions:

## 7. The school and staff are welcoming

● Strongly Agree	36
● Agree	11
● Neither Agree nor Disagree	1
● Disagree	0
● Strongly Disagree	0

18.

The school is welcoming and there are opportunities to get involved

● Strongly Agree	21
● Agree	23
● Neither Agree nor Disagree	3
● Disagree	1
● Strongly Disagree	0



19.

The school responds well to any concerns I raise

● Strongly Agree	27
● Agree	18
● Neither Agree nor Disagree	3
● Disagree	0
● Strongly Disagree	0



One area for possible improvement could be to make more opportunities to seek the views of parents:

15.

The school makes opportunities to seek the view of parents

Strongly Agree	18
Agree	18
Neither Agree nor Disagree	10
Disagree	2
Strongly Disagree	0



[Review Spring 2023](#)

New survey data will be available mid-February 2023

Verbal feedback from the new Ukrainian families is that the school is welcoming and inclusive.

[Review Spring 2024](#)

Survey Data from February 2023:

Ofsted Survey – parents very positive: [Ofsted Parent View](#)

4. The school and staff are welcoming (0 point)

[More Details](#)

[Insights](#)

Strongly Agree	28
Agree	9
Neither Agree nor Disagree	2
Disagree	0
Strongly Disagree	0



19. (0 point)  
The school is welcoming and there are opportunities to get involved

[More Details](#)

[Insights](#)

Strongly Agree	19
Agree	17
Neither Agree nor Disagree	2
Disagree	1
Strongly Disagree	0

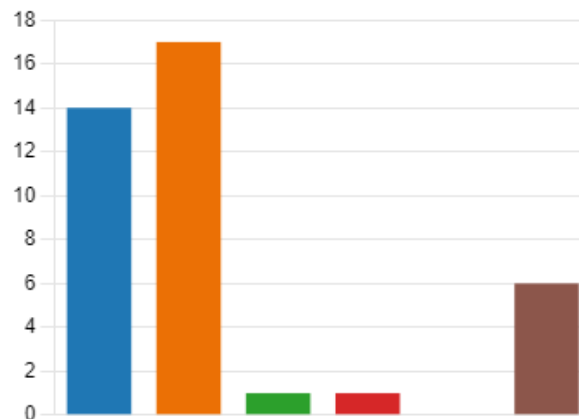


20. (0 point)  
The school responds well to any concerns I raise

[More Details](#)

[Insights](#)

Strongly Agree	14
Agree	17
Neither Agree nor Disagree	1
Disagree	1
Strongly Disagree	0
Have not raised any concerns	6









16.

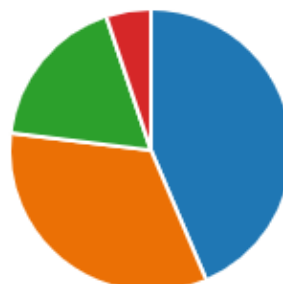
(0 point)

The school makes opportunities to seek the view of parents

[More Details](#)

 Insights

 Strongly Agree	17
 Agree	13
 Neither Agree nor Disagree	7
 Disagree	2
 Strongly Disagree	0



**Objective 2:** To extend our pupils' understanding of cultural diversity and tolerance of differences in culture and religious beliefs through positive experiences of different cultures traditions and languages.

#### Review Spring 2022

This is an ongoing objective. It is developed through Collective Worship and RE as well as embedded across the curriculum through the school's ethos. It would be good to carry out some pupil interviews to gauge a full understanding of where we are with this.

#### Review Spring 2023

EYs and KS1 children recently took part in a Hindu Dance workshop. Children from other cultures are given the opportunities to share their traditions, language and beliefs with other children.

Collective Worship uses opportunities to teach about diversity, tolerance and discrimination.

#### Review Spring 2024

Flags purchased and displayed for all countries our children have links to through parents or grandparents. Shared by children in class and traditions/culture discussed.

School is involved in the East Hants diversity project. Four children in Year 5 have begun their training to become Equality and Diversity Advocates. They will lead an assembly for the whole school linked to learning from their training.

**Date of publication:** Spring 2021

**Date for review and re-publication:** Annual review and re-publication Spring 2022

**Date for review and re-publication:** Annual review and re-publication Spring 2023

**Date for review and re-publication:** Annual review and re-publication Spring 2024