



Equality Policy

July 2017

To be reviewed July 2020

Introduction

Holme School welcomes its duties under the Equality Act (2010).

The Equality Act established 9 protected characteristics which apply to schools. (Not all characteristics apply to pupils):

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

Public Sector Equality Duty (2011)

This policy sets out how Holme School has paid due regard to the need:

- **to eliminate discrimination**, harassment, victimisation and any other conduct that is prohibited by or under this Act
- **to advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it
- **to foster good relations** between persons who share a relevant protected characteristic and persons who do not share it.

Specific Duties under the Public Sector Equality Duty

- To publish information which demonstrates our compliance with the need to have due regard for the three aims of the General Duty
- To prepare and publish specific and measurable objectives which we will pursue over the coming years to achieve the three aims

This scheme sets out the steps the Governing Body will take that will result in improved outcomes for all members of the school community in all aspects of school life, taking positive action to promote equality.

Definition of 'due regard' and how we aim to comply with the principles of the general duty

1. While making a decision that might affect an equality group, the decision-maker must have regard to the three aims of the Act at the time. This cannot be done in retrospect, nor can it be delegated
2. The duty will be exercised with rigour and with attention to relevant evidence, including that derived from consultation with staff and the wider community
3. The duty is continuing, so we will revisit it and bear it in mind constantly
4. We will keep records to show that the equality duties have been considered on each occasion

School Ethos, Vision and Values

At Holme School we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, with a particular focus on those who share a protected characteristic. We recognise that treating people equally does not necessarily involve treating them all the same. We aim to promote 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. Because of the context of our school we recognise the challenge of ensuring pupils are aware of diversity within the wider community, and we recognise the challenge of interpreting small samples of data.

What we already do

In order to comply with the public duty we have the following procedures in place to ensure that we consider the needs of all of our pupils in everything we do.

1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act
 - Staff and governors are aware of the requirements of the Equality Act 2010
 - Equality Policy is in place and is monitored and reviewed annually
 - Equality duties underpin other School policies, eg Behaviour Policy, Recruitment and Pay Policy
 - Information is gathered from a range of sources when a child enters school
 - We review and evaluate the effectiveness of our school provision by consultation with pupils, parents and staff
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
 - We track all aspects of a child's provision and progress through formal and informal assessment, surveys and discussion
 - Information gathered on individuals is used to ensure all pupils have equal access to provision within school
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it
 - Fostering good relations is a core value of Holme school
 - Developing good relationships is promoted through the curriculum and activities in school, eg the PHSE and RE curriculum, SEAL activities, collective worship, circletime, P4C, buddying and School Council
 - Community cohesion is promoted effectively through partnership working and links with the local school, the local community, twinning links and support of local and international charities.

Equality Impact Assessment

In order to ensure that our current provision and procedures comply with the requirements of the Equality Act we have carried out a review of all aspects of school life with regard to the protected characteristics by means of an Equality Impact Assessment.

Our intention is to use an Equality Impact Assessment when we intend the following actions:

- to introduce new provision or practice
- to change or reduce provision or practice
- to remove provision or practice.

1. Consultation

Holme School recognises the importance of taking account of people's differing experiences, needs and histories, and of the differing challenges and barriers which they may face. Bearing in mind the protected characteristics, consultation with those we have identified as likely to be affected forms part of every Equality Impact Assessment. Primarily we consult with pupils. However we also consult with parents/carers, staff, governors and other school users when appropriate. We consult in the following ways:

- Regular meetings of School Council
- Surveys of pupils, parents and staff
- Open door policy and requests for feedback

2. How we measure the impact of any changes

We monitor the ongoing impact of these changes on those who may be affected in the following ways:

- Tracking of pupil achievement across the school with an additional focus on equality groups
- Discussions between staff and pupils about their needs and progress
- Open door policy and requests for feedback

3. Publication and Review

The specific duties under this Act require us to be open and transparent about all our decision-making processes, intentions and results.

We record the results of our equality impact assessment and action taken. We review and publish this information and its impact on our pupils through:

- Minutes of the Governing Body
- Contributions to Parent Newsletters where appropriate.

