

Reporting on Stokes C of E Primary School's Equality Policy

The *2010 Single Equality Act* places a duty on governing bodies to publish information to show how their school complies with the Equality Duty. Schools must do this by 6 April 2012 and annually thereafter.

On 1 October 2010, the *Equality Act 2010* replaced all existing equality legislation such as the *Race Relations Act*, *Disability Discrimination Act* and *Sex Discrimination Act*.

Key Points:

- The *Equality Act 2010* provides a single, consolidated source of discrimination law. It simplifies the law and it extends protection from discrimination in some areas.
- As far as schools are concerned, for the most part, the effect of the new law is the same as it has been in the past – meaning that schools cannot unlawfully discriminate against pupils because of their sex, race, disability, religion or belief or sexual orientation.
- The exceptions to the discrimination provisions for schools are all replicated in the new Act – such as the content of the curriculum, collective worship and admissions to single sex schools and schools of a religious character.
- Schools that were already complying with previous equality legislation should not find major differences in what they need to do. However, there are some changes that will have an impact on schools as follows:

The three areas of the Equality Duty that schools are expected to report on are:

1. Eliminating discrimination and other conduct that is prohibited by the Act

Stokes C of E Primary School publishes a range of policies related to eliminating discrimination and other prohibited conduct including:

- Anti-bullying Policy
- Behaviour & Discipline policy
- Gender Equality Policy
- Racial Equality Policy
- Equal Opportunities Policy
- Disability Equality Scheme
- Special Educational Needs Policy

These policies are all reviewed as part of the whole school policy review cycle

In the Governing Body meetings Governors are reminded of their responsibilities under the Act.

All equality issues are reported to the Headteacher and investigated. Racist incidents are reported to the local authority on an annual basis.

Staff training related to Equality will take place in the Autumn Term.

2. Advancing equality of opportunity between people who share a protected characteristic* and people who do not share it

Our school policies state ways in which our school:

- a. Removes or minimises disadvantages suffered by particular groups, e.g. disabled pupils or ethnic minority pupils.
- b. Taking steps to meet the particular needs of group of pupils, eg. *pupils with Speech and Language difficulties are supported in the classroom through the use of Makaton by class teachers and learning support assistants*
- c. Encouraging particular groups of pupils to participate fully in activities, e.g. after-school clubs

Analysis of attainment and progress data, including RAISEonline, includes the identification and tracking of 'vulnerable' groups, to ensure their needs are met and where necessary to put in place other provision or intervention to meet their needs.

The Headteacher reports annually on the number of racial incidents as part of her Headteacher's Report to Governors.

Analysis of 'vulnerable' group participation in after-school clubs needs to be undertaken to demonstrate the impact of our policies and to identify any areas where further action would be appropriate.

3. Fostering good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Through our creative curriculum, assemblies, SEAL, pastoral work and extra-curricular opportunities our school seeks to promote tolerance, understanding of different cultures and religions, as well as friendship.

From Foundation Stage onwards children learn about special events and times in a range of ways through themed days and RE lessons.

Educational visits have taken place to a range of religious buildings in the local area.

The Whole School is currently developing international links with a school in India. The previous Headteacher visited the school in February 2011. In addition, they have been visited by international visitors to learn about growing up in another country.

The school currently has a whole school focus on the 2012 Olympic Games where children are given the opportunity to learn more about the people, athletes and countries taking part in the Olympics, as well as looking at Olympic Values. The school has been visited by a Team GB triathlete (reported in Leicester Mercury 21/3/2012).

Objectives for the coming Year:

1. To develop our international links with a school in India
2. To increase the visits to religious buildings or by religious leaders to support the RE curriculum
3. To develop themed days to learn about the culture and beliefs of other countries.
4. To develop greater links with the local community and other schools in Leicestershire to support children's understanding and tolerance of others.