

Vision Statement



HAPPINESS is at the heart of Beeches Infant School. We create a relaxed environment in which each individual child is happy.

We believe everything follows from happiness. Children are more receptive learners when they're happy; they're more caring and respectful when they're happy; and they're much more likely to fulfil their potential when they're happy.

Of course, we'll challenge them through our inspirational teaching. At Beeches Infant School we promote responsibility and independence whilst offering opportunity and support.

We strive for our children to be the best they can be

Beeches Infant School seeks to foster a warm, welcoming and respectful environment, which allow us to question and challenge discrimination and inequality, resolve conflicts peacefully and work and learn free from harassment and violence.

Equality legislation exists to protect people from discrimination and also to foster good community relations.

The policy outlines the commitment of the staff and Governors to promote equality. This involves tackling the barriers which could lead to unequal outcomes so that there is equality of access and the diversity within the school community is celebrated and valued.

Beeches Infant School is a place where

- learning is fun;
- children are prepared for their future;
- all efforts are acknowledged and celebrated;
- everyone is valued and respected as an individual;
- we will educate our children about equality and diversity and where we pledge to meet the needs of all our individuals;

- everyone is encouraged to be part of and contribute to the community
- encourage everyone to make healthy life choices.

Our Equality Policy is inclusive of our whole school community - pupils/students, staff, parents/carers, visitors and partner agencies. Parent feedback is invited from parents at least annually on all aspects of school life.

The purpose of this Policy is to set out in accordance with the Equality act 2010 and sets out how our practice and policies have due regard to the need to:

- To eliminate discrimination, harassment and victimisation.
- To promote equality of access and opportunity within our school and within our wider community.
- To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins
- To ensure that equality and inclusive practice are embedded across all aspects of school life .

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. We are a UNICEF Rights Respecting School.

The policy prioritises objectives that have maximum impact on outcomes for Children, Young People and adults, particularly those who have SEN and Disabilities, are vulnerable or otherwise fall within the protected characteristics of the Equality Act 2010.

A protected characteristic under the act covers the groups listed below:

- **Age;**
- **Disability;**
- **Race, colour, nationality, ethnic or national origin;**
- **Sex (including transgender);**
- **Gender reassignment;**
- **Maternity and pregnancy;**
- **Religion and belief;**
- **Sexual orientation; and**
- **Marriage and civil partnership (for employees).**

In line with legislation we aim to ensure the learning environment meets the needs of all learners, families and communities and there is access to effective and efficient resources to enable this to happen. School data analysis is used to identify minority, marginalised and vulnerable in relation to the protected characteristics and include data on

- **Admissions;**
- **Attendance;**
- **Attainment;**
- **Exclusions; and**
- **Prejudice related incidents.**

The school uses self-assessment to review inclusive practice and produce an accessibility plan in line with legislation. The accessibility plan forms part of the School Development Plan and is reviewed annually.

This Equality Policy for Beeches Infant School brings together all previous policies, schemes and action plans around equality including those that we had previously for Race, Gender and Disability. It includes all the protected characteristics covered under the Equality Act 2010 as well as other aspects which have the potential to discriminate against or to devalue any individuals within our community. We are further committed to the development of cohesive communities both within our school and within our local, national and global environments.

Addressing Prejudice Related Incidents

Beeches Infant School is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the local authority using their guidance material.

Objectives

In achieving compliancy with the Act, objectives are set annually. Detailed below are Beeches Infant School's current set of overriding objectives.

Pupil Achievement

- All pupils are assessed, monitored and tracked
- Under-achievement is identified and appropriate intervention is applied.
- Pupils are able to participate in a full range of extra-curricular opportunities.

Behaviour and Safety

- Pupils respect one another.
- Pupils feel safe and valued.
- Pupils, staff and parents know that misconduct and gross misconduct will be challenged.

Teaching

- All pupils experience 100% 'good or better' lessons.

Leadership and Management

- We aim to ensure the staff and governing body reflects the diversity of the Perry Beeches Infant School community.
- No pupils (or their families) are disadvantaged academically, socially or emotionally. All staff are mindful of the academic and social needs of all children, especially potentially vulnerable children.
- The Head teacher is responsible for the collection, analysis and publication of equality data including the recording of prejudice-related incidents.

Beeches Infant School will make reasonable adjustments to meet the needs of disabled pupils and implement an accessibility plan aimed at:

- increasing the extent to which disabled pupils can participate in the curriculum;
- improving the physical environment of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided; and
- improving the availability of accessible information to disabled pupils

Leaders at Beeches Infant School accept and welcome their responsibility to have due regard in decision-making and actions to the possible implications for pupils with particular protected characteristics. They will consider equality implications before and at the time that they develop policy and take decisions.

Responsibility

We believe that promoting equality is the whole schools responsibility.

Beeches Infant School does this by measures that include:

- **for pupils** - implementation of policies on equal opportunities (including race and gender equality, special needs, behaviour including anti-bullying);
- **for staff** - implementation of policies on equal opportunities, recruitment and selection, pay and anti-harassment policy;
- **PSHE, SRE, RE** and other elements within the curriculum that promote friendship and understanding about cultures and lifestyles;
- **employing and training staff** to support pupils with special needs or disabilities, and implementing the Perry Beeches Infant School Accessibility Plan
- **monitoring of welfare**, with intervention and support where required;
- **taking steps** to meet the particular needs of pupils or staff that have a particular characteristic.

The responsibilities of members of the school community:

Beeches Infant School Governing Body

Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these.

Our governing body will

- designate a governor with specific responsibility for the Equality Policy
- ensure that the objectives arising from the policy are part of the School Development Plan
- support the Head Teacher in implementing any actions necessary
- evaluate and review the policy annually and the objectives set in the accessibility plan every 3 years

The Head Teacher As above including:

Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the Beeches Infant School in carrying out its day to day duties.

Ensure that staff have appropriate skills to deliver equality, including pupil awareness.
Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.

Our Head Teacher will:

- ensure that staff, parents/carers, pupils/students and visitors are engaged in the development of and informed about the Equality Policy
- oversee the effective implementation of the policy
- ensure staff have access to training which helps to implement the policy
- develop partnerships with external agencies regarding the policy so that the school's actions are in line with the best advice available
- monitor the policy and report to the Governing Body at least annually on the effectiveness of the policy
- ensure that the Senior Leadership team is kept up to date with any development affecting the policy or actions arising from it.

Senior Leadership Team

To support the Head teacher as above.

Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.

Our Senior Leadership Team will:

- have responsibility for supporting other staff in implementing this Policy
- provide a lead in the dissemination of information relating to the Policy
- with the Head Teacher, provide advice/support in dealing with any incidents/issues

- assist in implementing reviews of this policy as detailed in the SDP

Teaching staff and teaching assistants

Help in delivering the right outcomes for pupils.

Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.

Design and deliver an inclusive curriculum

Ensure that you are aware of your responsibility to record and report prejudice related incidents.

Our school staff will:

- be involved in the development of the Policy
- be fully aware of the Equality Policy and how it relates to them
- understand that this is a whole school issue and support the Equality Policy
- make known any queries or training requirements

Other support staff

Support the school and the governing body in delivering a fair and equitable service to all stakeholders.

Uphold the commitment made by the Head teacher on how pupils and parents/carers can be expected to be treated.

Support colleagues within the Beeches Infant School community.

Ensure that they are aware of their responsibility to record and report prejudice related incidents.

Parents

Take an active part in identifying barriers for Beeches Infant School community and in informing the governing body of actions that can be taken to eradicate these.

Take an active role in supporting and challenging the school to achieve the commitment given to the Beeches Infant School community in tackling inequality and achieving equality of opportunity for all.

Our parents/carers will:

- have access to the Policy through a range of different media appropriate to their requirements
- be encouraged to actively support the Policy
 - be informed of any incident related to this Policy which could directly affect their child

Children

Our pupils/students will:

- be involved in the development of the Policy and will understand how it relates to them, appropriate to age and ability
- be expected to act in accordance with the Policy
- be encouraged to support the Policy

Local Community Members

Take an active part in identifying barriers for the Beeches Infant School community and in informing the governing body of actions that can be taken to eradicate these

Take an active role in supporting and challenging Perry Beeches Infant School to achieve the commitment made to the community in tackling inequality and achieving equality of opportunity for all.

Relevant outside agencies will:

- Be involved in the development of the Policy
- Be encouraged to support the Policy

Our Staff

We are an equal opportunities employer. We comply fully with legislation which protects our staff (including teachers, teaching assistants, supervisors and student teachers) from discrimination based on the protected characteristics. With regard to disability, we make such reasonable adjustments as are necessary to prevent a disabled person being at a substantial disadvantage in comparison with people who are not disabled.

Implementation, monitoring and reviewing

The policy is reviewed annually and the action plan which forms part of the school development plan reviewed every three years.

How we developed our Policy - Participation and Involvement

The development of this policy has involved the whole of our school community. We have involved and listened to what they have to say, including people from broad and diverse backgrounds and of different abilities, taking account of all the protected characteristics

listed under the Equality Act 2010. Consultation with the groups below were undertaken using questionnaires to all stake holders, pupil voice surveys and staff meet

Implementation, monitoring and reviewing

The policy is reviewed annually and the accessibility plan which forms part of the school development plan reviewed every three years.