



**The Colleton Primary School**

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**Single Equality Policy**

Everyone has the right to be treated with dignity and respect.

The Equality Act 2010 prohibits direct and indirect discrimination, harassment and victimisation of people on the grounds of protected characteristics – disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation and age.

The Equality Act 2010 also requires public bodies such as schools to have due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations between people from different equality groups

This is called the public sector Equality Duty and its purpose is to promote equality for all.

**Introduction**

Deciding on and meeting our Equality Objectives will require ownership by governors, senior leaders, all staff, the school community and learners.

We need to be able to demonstrate what we have done and what we plan to do to improve opportunities and outcomes for pupils, staff, parents and other users of the school. Our success in meeting our objectives will be monitored and delivered through the governors' role, school improvement processes and our self evaluation processes.

**Our Vision and Aims for Equality and Diversity**

To inspire each child to seek to maximise their potential, academically and socially, and to provide them with the education to do so, acquiring skills for independence that will enable them to become valued members of society.

- Our school opposes discrimination on the grounds of race, disability, gender/gender identity, sexual orientation, religious belief and age
- Due regard to equality issues will be given in all our key policies

- Creating good relationships in the school between all groups by race, gender/gender identity, disability, sexual orientation, religious belief and age.
- Our school will promote equality of opportunity for all.

We will ensure that every pupil irrespective of race, disability, gender, religion and belief or sexual orientation is able to achieve high standards and that strategies are in place to tackle under-achievement. We will ensure that every pupil has access to the necessary teaching and support required to enable them to achieve their highest potential. We will ensure that the school's procedures for disciplining pupils and managing behaviour are fair, effective and equitable.

We will involve pupils, staff, parents, carers, governors and communities in the development and achievement of our objectives. They will be involved from the very start and their involvement will inform the preparation, development, publication, review and reporting of our objectives. The aim is to ensure that we meet the needs of people: from all ethnic backgrounds and of all religions or beliefs; of all ages; of all genders and sexual orientations and of all abilities.

### **School Context**

The Colleton has 381 pupils on roll as at 20/04/20. We have more equal numbers of boys and girls than we have had in the past -181 girls, 194 boys.

The number of children eligible for school meals is 20 (5%)

11.81% (45) of our pupils are on our SEN register. 10 of these pupils have EHC's or statements.

11.02% (42) of our pupils have English as an additional language.

Staffing ethnicity:

2.86% (2) Asian / Asia British, Indian

1.43% (1) Black or Black British, Caribbean

1.43% (1) Black or Black British, African

1.43% (1) did not wish to be recorded

1.43% (1) Mixed, any other background

1.43% (1) any other white background

88.57% (62) White, British

1.43% (1) White, Irish

Governors ethnicity: 100% White British

Staffing age:

0-20	0	
21-40	20	28.57%
41-60	46	65.71%
61-80	4	5.71%

### **Race and Belief**

- We respect all races, their religions and cultures
- We respect those who do not follow a religious faith
- Parents may, if they wish, request that their child be withdrawn when religious education or collective worship is taking place
- Consideration is given to the amendment of the National Curriculum aimed at valuing cultural diversity and preventing racism in order to better reflect the needs of a diverse society
- We encourage children to be interested in each others backgrounds, religions and culture
- We share experiences
- Children with English as a second language are given equal opportunities to facilitate their learning
- All parents are welcomed into and encouraged to contribute to the life of our school
- We follow the LA guidelines for Religious Education

We will tackle unlawful discrimination by:

- Keeping accurate records of all ethnic groups, their backgrounds and needs and how we respond to them;
- Dealing with complaints of discrimination and harassment speedily according to local authority guidance Challenging and Dealing with Racist Incidents in Schools and notify complainants of the outcomes and action taken; and
- Encouraging dialogue between different racial groups
- Monitoring and eliminating unlawful discrimination and harassment on the grounds of religion or belief or race.
- Making the environment as safe as possible and challenging antisocial or bullying behaviour on the grounds of religion, belief or non-belief or race.

## **Disability**

We are committed to working for the equality of people with and without disabilities. The Governing Body understands its accountability.

We will tackle unlawful discrimination against people with disabilities by:

- Challenging patronising or discriminating attitudes;
- Making the environment as safe as possible and challenging antisocial or bullying behaviour against, or harassment of, disabled learners, staff and families.
- Monitoring and eliminating discrimination and disability related harassment
- Improving the environment of the school to increase the extent to which disabled learners can take advantage of education and associated services.

## **Gender**

We are committed to combating sex discrimination and sexism and promoting the equality of women and men.

- We ensure that we use teaching approaches appropriate for different learning styles
- We take account of the interests and concerns of boys and girls by using a range of activities and contexts for work and allowing a variety of interpretations and outcomes
- We monitor pupil attainment by gender to identify any trends and to address them
- We encourage both genders to participate in a wide variety of extra curricular activities

## **Sexual orientation and Gender Identity**

We recognise that the Equality Act 2010 requires us to assess the impacts of our policies, functions and procedures have on advancing equality for people based on their sexual orientation. We will take all necessary measures to prevent and tackle discrimination and assist our learners to live in freedom from harassment and to feel safe as they enjoy and achieve throughout their time at our school.

We will tackle unlawful discrimination by:

- Taking a pro-active approach to preventing all forms of homophobia within the school
- Challenging patronising or discriminating attitudes and homophobic language;
- Making the environment as safe as possible and challenging antisocial or bullying behaviour against, or harassment on the grounds of sexual orientation or gender identity

- Dealing with complaints of discrimination and harassment speedily and according to Local Authority Guidance and notify complainants of the outcome and actions taken.

## **Age**

Age equality means securing the equal participation in society of people of every age, securing a balance between equal citizenship, equality of opportunity, equality of outcome and respect for difference.

We value the diversity in age of staff, governors, parents and carers.

## **Anti-bullying**

Our School states clearly that all forms of bullying and discrimination are unacceptable and will not be tolerated. We recognise that a strong and well observed anti-bullying policy, as part of our agreed Behaviour Policy, will have a positive impact on the lives of children from all equality groups.

We monitor and submit data regarding bullying and discriminatory incidents to the Local Authority as required

## **Employment Practices**

In our School we ensure that we observe the principles of equal opportunities in how we employ, develop and treat our staff.

Please see our Staff Recruitment Policy.

## **Due Regard**

Under the legislation we are required to pay due regard to equalities when planning and implementing policies, functions or procedures. We need to understand whether our policies and services are meeting everyone's needs and that anyone who needs to can get access to them.

## **Equality Objectives**

(See separate sheet for objectives set)

The Governing body accepts their responsibility to promote equality and eliminate discrimination and harassment, as outlined in the objectives.

We will ensure that all members of staff understand the importance of the objectives.

Responsibility: FGB  
Written by: CN  
Last Review: July 2020  
Next Review: July 2021  
Ratified: 13th July 2020