



# **Highgate Primary Academy**

## **Equality Policy 2019 - 2022**

**Highgate Primary Academy Equality Policy**

## **Contents:**

1. Mission statement
2. Mainstreaming equality into policy and practice
3. Equal Opportunities for Staff
4. Equality and the law
  - a. Race
  - b. Faith / Religion
  - c. Disability
  - d. Gender
  - e. Sexual orientation
  - f. Community cohesion
5. Consultation
6. Roles and Responsibilities
7. Tackling discrimination
8. Review of progress and impact
9. Publishing the plan
10. Action Plan

**Mission statement:**

At Highgate Primary Academy, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the academy, irrespective of race, gender, disability, faith or religion or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the academy feel proud of their identity and able to participate fully in academy life.

We are committed to:

1. Eliminating unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.
2. Advancing equality of opportunity between people who share protected characteristics and those who do not through the design of our core values, ethos, development of school policies, delivery of services and informed decision making.
3. Fostering good relations between people who share a protected characteristic and those who do not.
4. Consulting and involving those affected by inequality in the decisions our school takes to promote equality and eliminate discrimination.

The achievement of pupils will be monitored by race, gender and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all.

At Highgate Primary Academy, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

**Mainstreaming equality into policy and practice:**

As well as the specific actions set out beneath this plan, the academy operates equality of opportunity in its day to day practice in the following ways:

**Teaching and learning**

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, we will:

- Use contextual data to improve the ways in which we provide support to individuals and groups of pupils;
- Monitor achievement data by ethnicity, gender and disability and action any gaps;

- Take account of the achievement of all pupils when planning for future learning and setting challenging targets;
- Ensure equality of access for all pupils and prepare them for life in a diverse society;
- Use materials that reflect the diversity of the academy, population and local community in terms of race, gender and disability, without stereotyping;
- Promote attitudes and values that will challenge racist and other discriminatory behaviour or prejudice;
- Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
- Seek to involve all parents in supporting their child's education;
- Encourage classroom and staffroom discussion of equality issues which reflect on social stereotypes, expectations and the impact on learning;
- Include teaching and classroom-based approaches appropriate for the whole academy population, which are inclusive and reflective of our pupils.

#### **Admissions and exclusions:**

Our admissions arrangements are fair and transparent, and do not discriminate on race, gender, disability or socioeconomic factors. Exclusions will always be based on the academy's Behaviour Policy. We will closely monitor exclusions to avoid any potential adverse impact and ensure any discrepancies are identified and dealt with. If a child becomes at risk of permanent exclusion the academy will follow fair access procedures.

### **3. Equal Opportunities for Staff:**

This section deals with aspects of equal opportunities relating to staff at Highgate Primary Academy. We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment. All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law.

#### **Employer duties:**

As an employer we need to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce. Equality aspects such as gender, race, religion, disability, sexual orientation, gender re-assignment and faith or religion are considered when appointing staff and particularly when

allocating Teaching and Learning Responsibilities (TLR) or re-evaluating staff structures, to ensure decisions are free of discrimination. Actions to ensure this commitment is met include:

- Monitoring recruitment and retention including bullying and harassment of staff;
- Continued professional development opportunities for all staff;
- Senior Leadership Team support to ensure equality of opportunity for all.

#### **4. Equality and the law**

There are a number of statutory duties that must be met by every academy in line with legislation from the Race Relations (Amendment) Act (2000), Disability Equality Duty (2005) and Equality Act (2006). The action plan at the end of this Equality Plan outlines the actions Highgate Primary Academy will take to meet the general duties detailed below.

##### **4a. Race Equality**

This section of the plan reflects the general and specific duties of academies as detailed in The Race Relations Act 1976 and as amended by The Race Relations (Amendment) Act 2000. The General Race Equality Duty requires us to have due regard to the need to:

- Eliminate racial discrimination;
- Promote equality of opportunity;
- Promote good relations between people of different racial groups. Under our specific duty we will:
  - Prepare an Equality Plan which includes our written policy for race equality;
  - Assess the impact of our policies, including this Plan, on pupils, staff and parents by ethnicity including, in particular, the achievement levels of these pupils;
  - Monitor the impact our plans and policies have on such pupils, staff and parents towards raising the achievement of minority ethnic groups.

##### **4b. Disability**

This section should be read in conjunction with the academy's Special Educational Needs Policy and Equalities Objectives. Definition of disability in The Disability Discrimination Act 1995 defines a disabled person as someone who has a 'physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities'. A physical or mental impairment includes sensory impairments; impairments relating to mental functioning, including learning disabilities; and long term health conditions such as diabetes, epilepsy, HIV infection, cancer or multiple sclerosis. Substantial means more than minor or trivial. Long-term means an impairment that has lasted at least 12 months, or is likely

to last 12 months or for the rest of the person's life. Normal day-to-day activities cover the following categories:

- Mobility;
- Manual dexterity;
- Physical coordination;
- Continence;
- Ability to lift, carry or otherwise move everyday objects;
- Speech;
- Hearing or eyesight;
- Memory or ability to concentrate, learn or understand; perception of the risk of physical danger.

Someone with an impairment may be receiving medical or other treatment which alleviates or removes the effects of that impairment (but not the impairment itself). In such cases the treatment should be disregarded and the impairment is taken to have the effect it would have had without the treatment. Some people are automatically deemed to have a disability covered by the Act – those with HIV, cancer, MS and severe disfigurements.

Disability Equality in Education (DEE) recommends that all pupils with SEN and those with long term medical needs be treated as disabled for the purposes of the Act and for equality. This is in addition to all pupils with long-term impairments, which have a significant impact on their day-to-day activities.

### **Legal duties**

The Disability Discrimination Act (DDA) 2005 placed a general duty on Academies, requiring them to have due regard for the following when carrying out and delivering services:

- Promoting equality of opportunity between disabled people and other people;
- Eliminating discrimination and harassment of disabled people that is related to their disability;
- Promoting positive attitudes towards disabled people;
- Encouraging participation in public life by disabled people;
- Taking steps to meet disabled people's needs, even if this requires more favourable treatment.

Under our specific duty we will:

- Prepare and publish an Equality Plan which covers the requirements for a Disability Equality Scheme identifying our disability equality goals and actions to meet them;
  - Review and revise this Scheme every three years.
- 4c. Gender Equality The Gender Equality Duty 2006 places a general and specific duty on academies to eliminate unlawful discrimination and harassment on the grounds of gender and to promote equality of opportunity between female and male pupils and between women and men and transgender people.

Under our general duty we will actively seek to:

- Eliminate unlawful discrimination and harassment on grounds of sex and gender reassignment;
- Promote equality between men and women.

Under our specific duty we will:

- Prepare and publish an Equality Plan which covers the requirements for a Gender Equality Scheme identifying our gender equality goals and actions to meet them;
- Review and revise this Scheme every three years.

#### **4d. Sexual Orientation**

The Equality Act 2006 made provision for regulations to be introduced to extend protection against discrimination on grounds of religion or belief to sexual orientation. The Equality Act (Sexual Orientation) Regulations 2007 came into force on 30 April 2007, and they make discrimination unlawful in the area of goods, facilities and services on grounds of sexual orientation. For academies this means admissions, benefits and services for pupils and treatment of pupils.

#### **4e. Community cohesion**

The Education and Inspections Act 2006 inserted a new section 21(5) to the Education Act 2002, introducing a duty on the governing bodies of academies to promote community cohesion. Community cohesion encompasses promoting good relations between pupils from different races, faiths / beliefs and socio-economic backgrounds. The duty came into force on 1 September 2007.

### **5. Consultation and involvement**

It is a requirement that the development of this plan and the actions within it have been informed by the input of staff, pupils and parents and carers. We have achieved this by using the following to shape the plan:

- Feedback from the annual parent questionnaire and parent consultations;
- Input from staff surveys or through staff meetings / INSET;
- Feedback from school council, PSHE and Philosophy for Children lessons, whole academy surveys on children's attitudes to self and academy;
- Issues raised in annual reviews or reviews of progress on Individual Education Plans/Personalised Provision Maps, mentoring and support;
- Feedback at LECC meetings.

## **6. Roles and Responsibilities**

### **The role of The LECC Committee**

The LECC has set out its commitment to equal opportunities in this plan and it will continue to do all it can to ensure that the academy is fully inclusive to pupils, and responsive to their needs based on race, gender and disability.

The LECC seeks to ensure that people are not discriminated against when applying for jobs at our academy on grounds of race, gender or disability.

The LECC take all reasonable steps to ensure that the academy environment gives access to people with disabilities, and also strive to make academy communications as inclusive as possible for parents, carers and pupils. The LECC welcome all applications to join the academy, whatever a child's socio-economic background, race, gender or disability.

The LECC ensures that no child is discriminated against whilst in our academy on account of their race, sex or disability.

### **The role of the senior leader responsible for Equalities**

It is the Principal's role to implement the academy's Equality Plan and she is supported by the LECC in doing so.

It is the Principal's role to ensure that all staff are aware of the Equality Plan, and that teachers apply these guidelines fairly in all situations.

The Principal ensures that all appointment panels give due regard to this plan, so that no-one is discriminated against when it comes to employment or training opportunities.

The Principal promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people and equal opportunities to participate in all aspects of academy life.

The Principal treats all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, with due seriousness. The role of all staff: teaching and non-teaching All staff will ensure that all pupils are treated fairly, equally and with respect, and will maintain awareness of the academy's Equality Plan.

All staff will strive to provide material that gives positive images based on race, gender and disability, and challenges stereotypical images.

All staff will challenge any incidents of prejudice, racism or homophobia, and record any serious incidents, drawing them to the attention of the senior leader responsible for equalities.

Teachers will support the work of ancillary and support staff and encourage them to intervene in a positive way against any discriminatory incidents.

## 7. Tackling discrimination

Harassment on account of race, gender, disability or sexual orientation is unacceptable and is not tolerated within the academy environment.

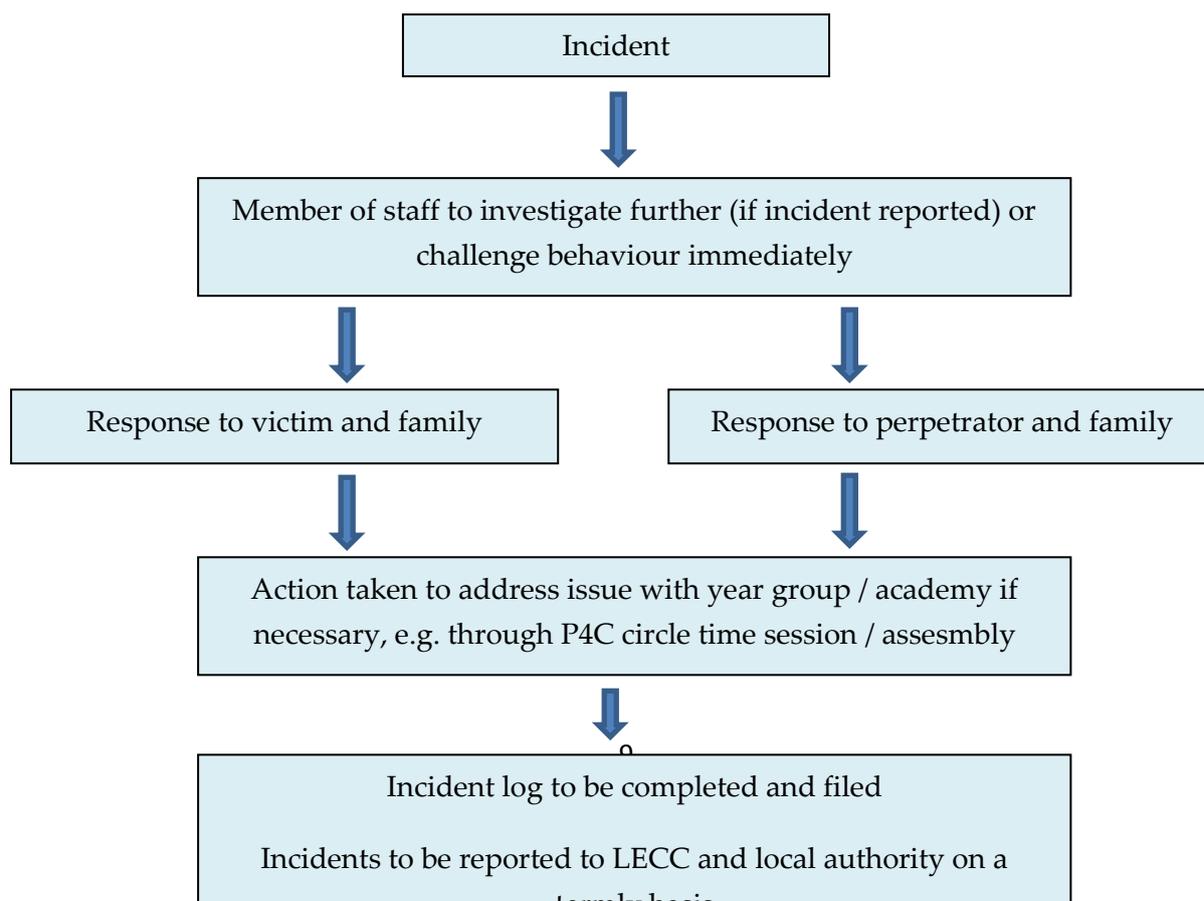
All staff are expected to deal with any discriminatory incidents that may occur. They are expected to know how to identify and challenge prejudice and stereotyping and to support the full range of diverse needs according to a pupil's individual circumstances.

Racist and homophobic incidents and other incidents of harassment or bullying are dealt with by the member of staff present, escalating to a class teacher / senior leader where necessary.

All incidents are reported to the senior leader and racist incidents are reported to the LECC and local authority on a termly basis.

### What is a discriminatory incident?

Harassment on grounds of race, religion, gender, disability, sexual orientation or other factors such as socioeconomic status, can take many forms including verbal or physical abuse, name calling, exclusion from groups and games, unwanted looks or comments, jokes and graffiti. A racist incident is defined by the Stephen Lawrence Inquiry Report (1999) as: 'any incident which is perceived to be racist by the victim or any other person'.



## **8. Review of progress and impact**

We have a rolling programme for reviewing our academy policies and their impact both at academy and at LECC level.

In line with legislative requirements, we will review progress against our Equality Plan annually and review the entire plan and accompanying action plan on a three year cycle.

We make regular assessments of pupils' learning and use this information to track pupil progress. As part of this process, we regularly monitor achievement by ethnicity, gender and disability, to ensure that all groups of pupils are making the best possible progress, and take appropriate action to address any gaps.

### **Publishing the plan**

In order to meet the statutory requirements, we will:

- Publish our plan on the academy website;
- Raise awareness of the plan through the academy newsletter, assemblies, staff meetings and other communications;
- Make sure hard copies are available.

**Policy Adopted: September 2019  
To be Reviewed July 2022**

Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the time frames	Early success indicators
All	Publish and promote the Equality Plan through the school website, newsletter and staff meetings. Develop staff awareness through a staff meeting and go through with LECC.	Inclusion of questions about parent awareness of Equality Scheme in annual survey and pupil understanding of Equality in pupil voice and surveys	Headteacher / SENCO	Analysis of information in July	Staff are familiar with the principles of the Equality Plan and use them when planning lessons, creating class room displays Parents are aware of the Equality Plan
All	Monitor data collections on pupils, staff and parents who may have disabilities or possible identified categories relating to the Single Equalities Policy.	Data collection and Review Analyse data to identify gaps in equality or where provision adversely impacts on provision. Review accessibility arrangements.	Headteacher / designated member of staff Analysis of information in Sept	Termly analysis of information	Data is used effectively to ensure that no pupils, parents and staff are disadvantaged.
All	Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.	Achievement data analysed by race, gender and disability Curriculum Reviews-ongoing	Assessment lead / SENCO	Termly analysis of data	Analysis of teacher assessments / annual data demonstrates the gap is narrowing for equality groups
All	Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability	Increase in pupils' participation, confidence and achievement levels	All teachers / Curriculum lead	Sept 2019-2022	Increased understanding that barriers and prejudice can be overcome.
All	Ensure that displays in classrooms and corridors promote and celebrate diversity.	Increase in pupil participation, confidence and positive identity – monitor through P4C	P4C/PSHE lead	Ongoing	More diversity reflected in school displays across all year groups.
All	Ensure all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the School Council by election or co-option, class assemblies, fund raising etc.	School leadership groups to be monitored	Vice Principal	Sept 2019-2022	School pupil participation numbers increase.

All	To ensure that there are equal opportunities for all pupils to access extra-curricular activities. To monitor the take up of extra-curricular clubs.	Increased participation in sports clubs and out of school sport activities	PE lead	Sept 2019-2022	A range of extracurricular activities available to all pupils.
Gender	Monitor and analyse children's attainment and progress by gender and act on any trends or patterns in the data that requires additional support for pupils	Attainment and progress data analysed.	Assessment lead	Termly	Analysis of teacher assessments / annual data demonstrates the gap is narrowing for gender groups
Gender	Monitor and analyse children's take up of activities by gender and act on any trends or patterns in the data that requires additional support for pupils	Analysis of activities. Increased participation in sports clubs and out of school sport activities for all (see Sports strategy)	PE lead	Sept 2019-2022	A range of extracurricular activities available to all pupils.
Disability Equality Duty	Monitor data collection on pupils and parents/carers (essential information form) in order to make appropriate modifications to support their needs.	Data collection	Headteacher / Administration Officer	Sept 2019-2022	Increased awareness of the needs of parents/carers and pupils.
Disability Equality Duty	Monitor and analyse children's take up of activities by disability and act on any trends or patterns in the data that requires additional support for pupils	Analysis of activities. Increased participation in sports clubs and out of school sport activities for all.	PE lead	Sept 2019-2022	A range of extracurricular activities available to all pupils.
Disability Equality Duty	To increase awareness of disabilities within school, promote a positive attitude towards them and eliminate discrimination and harassment.	Increase in pupils' participation, attitudes confidence and achievement levels	SENCO	Sept 2019-2022	Increased understanding that barriers and prejudice can be overcome
Race Equality Duty	Identify, respond and report racist incidents as outlined in the Plan. Report the figures to the LECC / Local Authority on a termly basis.	The Principal/ LECC will use the data to assess the impact of the school's response to incidents i.e. have whole school / year group approaches led to a decrease in incidents, can repeat perpetrators be identified, are pupils and parents satisfied with the response?	Principal / LECC	Reporting: December, April, July	Teaching staff are aware of and respond to racist incidents Consistent nil reporting is challenged by the LECC
Religion and Race / Community cohesion	Promote the school's new Key Curriculum Driver: Respect for the World- Visit a variety of	P4C / PHSCE / RE assessments Scrutiny of planning Pupil's work/interviews	PSHE / P4C / RE Leads	Ongoing	Increase in pupils awareness and understanding of different cultures

Duty	different religious establishments and celebrate cultural events to increase pupil awareness and understanding of different communities				and religions.
------	---	--	--	--	----------------

## Appendix A- ENSURING EQUALITY OF OPPORTUNITY AND PARTICIPATION

### The academy will ensure that:

- Pupil achievement is monitored by race, gender and disability and any trends or patterns in the data that may require additional action to narrow the gap are addressed;
- All staff are aware of the academy’s Equality Plan;
- There is an inclusive approach to ensuring all pupils are given the opportunity to make a positive contribution to the life of the academy e.g. through involvement in the Academy Council by election or co-option); class assemblies; fund raising etc;
- Disabled children can take part in all aspects of the curriculum, including educational visits and journeys; lunchtime activities; PE and dance and assemblies.

Extended academy activities take into account pupil needs and access issues and pupils attending reflect the diversity of the academy population in terms of race, gender, disability and socio-economic status;

- Staff, pupils, parents and carers will continue to be involved in the future development of the Equality Plan through input and feedback from surveys, staff meetings, academy council meetings, parents evenings etc.

### The academy will provide:

- Extra and additional support for pupils who are under-achieving, in order to make progress in their learning and their personal well-being, e.g. ensuring that children with visual impairment have accessible texts; that children with hearing impairment have an enhanced acoustic classroom environment;
- Additional support for parents of under-achieving children (e.g. reporting progress; discussing needs);
- Additional support for disabled parents/carers and staff to help them to play a full part in the life of the academy (e.g. providing a sign interpreter for a deaf parent; ensuring that meetings are held in the most accessible parts of the academy to support wheelchair users).

## PROMOTING POSITIVE ATTITUDES AND MEETING NEEDS

The academy will:

- Promote positive images which reflect the diversity of the academy and community in terms of race, gender and disability, for example in assemblies, books, publications and learning materials and in classroom/corridor display.

- Actively seek to recruit disabled people to the academy and support them in their work and career development, and try to reflect the diversity of the academy community in its workforce;
- Actively seek to recruit disabled people to the LECC and make reasonable adjustments to ensure that they can fully participate and contribute;
- Provide reasonable means for children, young people, their friends and families to interact with people from different backgrounds and build positive relationships, including links with different academies and communities;
- Provide extended services, with opportunities for pupils, families and the wider community to take part in activities and receive services which build positive interaction and achievement for all groups; Supporting disabled pupils in the period of transition between primary and secondary academy to ease the stress of moving and increase familiarity with new surroundings;
- Helping children and young people to understand others and value diversity;
- Promoting shared values, awareness of human rights and how to apply and defend them;
- Developing skills of participation and responsible action – for example through the new 'Identity and Diversity: living together in the UK' strand of citizenship education.

## **ELIMINATING DISCRIMINATION AND HARASSMENT**

### **The academy will:**

- Develop and adapt its procedures on anti-bullying to include equality perspectives;
- Support staff to challenge and address any bullying and harassment that is based on a person's race, gender or ethnicity;
- Keep a record and report how these incidents are dealt with to the LECC and local authority on a termly basis;
- Review its approach to race, gender and disability bullying and harassment whenever it reviews its policy on behaviour.

## **MONITORING IMPACT**

- The academy will collect and analyse evidence and data on children's achievement, attendance and participation by race, gender and disability, and use this to inform strategies to raise achievement;
- The LECC will report annually in the Academy Profile/and or annual report to parents on the effectiveness and success of its Equality Plan. We will place the report alongside the plan on our website.

**Reviewed and amended annually  
Full review to take place: July 2022**

### **Check list for academy staff and LECC:**

- ✓ Is information collected on race, disability and gender with regards to both pupils and staff e.g. pupil achievement, attendance, exclusions, staff training?
- ✓ Is this information used to inform the policies, plans and strategies, lessons, additional support, training and activities the academy provides?
- ✓ How has your Equality Plan been shaped by the views, input and involvement of staff, parents and pupils?
- ✓ Is pupil achievement analysed by race, disability and gender? Are there trends or patterns in the data that may require additional action, and has action been taken to address these?
- ✓ Does the curriculum include opportunities to understand the issues related to race, disability and gender?
- ✓ Are all pupils encouraged to participate in academy life? Are pupils who make a positive contribution reflective of the academy's diversity e.g. through class assemblies / academy council?
- ✓ Is bullying and harassment of pupils and staff monitored by race, disability and gender, and is this information used to make a difference to the experience of other pupils? Are racist incidents reported to the LECC and local authority on a termly basis?
- ✓ Are visual displays reflective of the diversity of your academy community? How are minority ethnic, disabled and both male and female role models promoted positively in lessons, displays and discussions such as circle time and class assemblies?
- ✓ Does the academy take part in annual events to raise awareness of issues around race, disability and gender?
- ✓ Is the academy environment as accessible as possible to pupils, staff and visitors to the academy?
- ✓ Are open evenings and other events which parents, carers and the community attend held in an accessible part of the academy, and are issues such as language barriers considered?

- ✓ Are the accessibility needs of parents, pupils and staff considered in the publishing and sending out of information, in terms of race, disability and gender?
  
- ✓ Are procedures for the election of parent LECC open to candidates and voters who are disabled?