



Colley Lane Primary Academy

“Never settle for less than your best”

Equality Statement

Responsible Committee:	Colley Lane Local Advisory Board
Policy Co-ordinator:	Headteacher
Date revised by Colley Lane Local Advisory Board:	October 2019
Next review date:	September 2022



WAT Equality Policy can be located on the Colley Lane website under Policies

Responsible Committee:	Windsor Academy Trust Board of Directors
Date revised by Board of Directors:	July 2018
Next review date:	September 2022

Equality Statement

Introduction

We follow the Equality policy of the Windsor Academy Trust (WAT), which complies with the requirements of the Equality Act 2010. The Act aims to promote a fair and more equal society to protect individuals from unfair treatment. Nine characteristics are protected under the Act which can be found in the WAT equality policy.

In addition, the following is specific to Colley Lane Primary Academy.

We focus on the well-being and progress of every child and all members of our community are of equal worth. We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following core principles:

1. **Every child is special and of equal value.** Whether or not they are disabled, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.
2. **We recognise, respect and value difference and understand that diversity is a strength.** We take account of differences and strive to remove barriers and disadvantages which people may face, in relation to disability, gender, religion, belief or faith and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.
3. **We foster positive attitudes and relationships.** Through our school values and work on British values we actively promote positive attitudes and mutual respect between groups and communities different from each other.
4. **We foster a shared sense of belonging.** As one of our core values, we want all members of our school community to feel a sense of belonging within the school, the wider community and our global community. We aim for children to feel that they are respected and able to participate fully in school life.
5. **We observe good equalities practice for our staff.** We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion and in continuing professional development.
6. **We have the highest expectations of all our children.** We believe that all pupils can make at least good progress and ensure that they believe this too. We work hard to ensure that they achieve to their highest potential.
7. **We work to raise standards for all pupils, but especially for the most vulnerable.** We believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school.

We want all our children to:

- Experience a broad and balanced curriculum
- Develop lively enquiring minds and a love of learning
- Have high self esteem
- Work with independence
- Value and care for others
- Be successful
- Have their achievements celebrated

A Cohesive Community

Colley Lane Primary Academy is an inclusive community where the uniqueness and individuality of every child is at the heart of our ethos.

The School seeks to:

- promote understanding and engagement between communities
- encourage all children and families to feel part of the wider community
- understand and respond to the needs and hopes of all our communities
- tackle discrimination
- increase life opportunities for all
- ensure that learning, teaching and the curriculum explore and address issues of diversity

Currently the school serves a variety of communities e.g.

- an extended community (Windsor Academy Trust, a community of schools working as a MAT)
- geographical communities (e.g. Halesowen, Dudley, Sandwell)
- the community of Britain
- communities of interest (e.g. environmental groups, faith groups, ethnic or language groups)
- communities of friends (e.g. local churches, business partners, arts, sports, voluntary and support groups)

Roles and Responsibilities

Colley Lane Advisory Board are responsible for:

- making sure the school complies with current equality legislation
- making sure this policy is properly implemented
- making sure related procedures are followed
- assigning a named Colley Lane Advisory Board member

The Headteacher is responsible for:

- making sure the policy is readily available and that the Colley Lane Advisory Board, staff, pupils and their parents/carers know about it
- making sure its procedures are followed
- producing regular information for staff and Colley Lane Local Advisory Board about the policy and how it is working
- providing training for them on the policy
- making sure all staff know their responsibilities and receive training and support
- taking appropriate action in cases of harassment and discrimination

All school staff are responsible for:

- promoting an inclusive and collaborative ethos in the classroom
- modelling good practice, dealing with discriminatory incidents and being able to:
 - recognise and tackle bias and stereotyping
 - promote equality and avoid discrimination against anyone
 - keep up to date with the law on discrimination and take training and learning opportunities

Pupils are responsible for:

- supporting the schools' equality ethos
- sharing concerns or issues with a member of staff

This may include:

- the anti-bullying policy
- developing school/class charter which challenge discriminatory behaviour
- contributing to equality and diversity issues in school senate meetings and PSHE lessons

Parents/Carers are responsible for:

- supporting the schools' equality ethos
- sharing concerns or issues with senior staff

Visitors and contractors are responsible for:

- following our expectations regarding equality

Responsibility for overseeing equality practices in the school lies with a named members of staff (Lead DSL and Headteacher) and Colley Lane Local Advisory Board member with responsibility.

Responsibilities include:

- co-ordinating and monitoring work on equality issues
- dealing with and monitoring reports of harassment (including racist incidents)
- monitoring the progress and attainment of potentially vulnerable groups of students (e.g. children and young people in care, children from minority ethnic/language or traveller communities, disabled students etc)
- monitoring exclusions

Concerns or complaints

The school challenges all forms of prejudice and prejudice-based bullying which stand in the way of fulfilling our commitment to inclusion and equality.

In the first instance a senior member of staff should be contacted. If issues or concerns remain unresolved these should be raised in accordance with the schools Complaints Policy.

Records of different prejudice-related incidents are recorded on CPOMS and LAB members are provided with a report.

Objectives

1. To provide a broad and balanced curriculum, delivered by skilled professionals so that our pupils are enriched, they understand and become tolerant of difference and diversity and also that it ensures that they thrive, feel valued and not marginalised. To ensure that our curriculum and teaching challenges racism, religious prejudice, homophobia, biphobia, transphobia and sexism and promotes mutual respect and equality.
2. To close gaps in attainment and achievement between pupils and all groups of pupils, especially boys and girls, pupils eligible for FSM, pupils with SEND, LAC and pupils from different heritage groups.