

Carr Hill Primary School

Equality Policy

September 2021



Carr Hill Primary School

Aspire-Enjoy-Flourish

Mission Statement: Values, Ethos and Vision

Carr Hill Primary School is a fully inclusive school which aims to provide a happy atmosphere, where children can aspire to be their best selves and flourish. We are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, 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 school feel proud of their identity and able to participate fully in school life.

We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. At Carr Hill Primary, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. A protected characteristic under the act covers the groups listed below:

- age (for employees, not for service provision)
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief
- sexual orientation
- Marriage and Civil Partnership (for employees).

Our Duties and the role of the Governing Body

In order to meet our general duties, listed above, the law requires us to carry out some specific duties to demonstrate how we meet the general duties. These are to:

- Publish Equality Information – to demonstrate compliance with the general duty across its functions (We will not publish any information that can specifically identify any individual)
- Prepare and publish equality objectives which we will review on an annual basis
- Consult all our stakeholders in the development of our equality objectives and report on progress against our objectives on an annual basis.

We seek to serve the local and wider community by offering children a caring and educationally rich learning environment in which to flourish as individuals and become increasingly valuable members of society.

We are committed to ensuring equal treatment of all our pupils, parents / carers, employees and any others involved in the school community, who may have any form of disability. We will ensure that disabled young people and adults are not treated less favourably in any procedures, practices or service delivery.

The school acknowledges the fact that reasonable adjustments for disabled pupils, staff and parents / carers are essential to support children in achieving our desired outcomes.

Our school will not tolerate harassment of young people or adults with any form of impairment this also includes pupils who are carers of disabled family members or parents.

This scheme should be read in conjunction with the Accessibility Plan;
Bullying Policy; Behaviour Policy (incorporating the Anti-Bullying Policy);
Education Visits Policy; SEN Policy; Race and Gender Equality Policies;
Recruitment and Selection

Under Part 5A of the Disability and Discrimination Act (DDA), governing bodies are required to promote equality of opportunity for disabled people: pupils, staff, parents, carers and other people who use the school or may wish to; and prepare and publish a disability equality scheme to show how they will meet these duties.

This scheme and the accompanying Action Plan set out how the governing body of Carr Hill will promote equality of opportunity for young people and adults.

Duties in Part 4 of the DDA require the governing body to increase access to education for disabled pupils in 3 ways:

- increasing the extent to which disabled pupils can participate in the school curriculum;
- improving the environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services;
- improving the delivery to disabled pupils of information which is provided in writing for pupils who are not disabled.

Accessibility Plan

The school's accessibility plan outlines the school's vision and values for improving children's access to the curriculum, to the environment and to information provided by the school.

What do we understand by "disability"?

At Carr Hill we promote disability equality and prepare all our young people for life in a diverse society. We use the term 'disabled' to refer to 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.

We do not interchange the term disabled with the phrase special educational needs although we appreciate that many pupils with SEN will also have disabilities.

We use the Disability Discrimination Act (DDA) definition of impairment to include hidden impairments such as severe dyslexia, autism, speech and language impairments, Attention Deficit Hyperactivity Disorder (ADHD) as well as:

‘physical impairment’ which includes sensory impairment;

‘mental impairment’ which includes learning difficulties and an impairment resulting from or consisting of a mental illness.

We believe that an impairment does not of itself mean that a pupil is disabled. It is the effect on the pupil’s ability to carry out normal day-to-day activities that has to be considered.

In relation to normal day-to-day activity the test of whether an impairment affects normal day-to-day activity is whether it affects one or more of the following:

- mobility;
- manual dexterity;
- physical co-ordination;
- continence;
- ability to lift, carry or otherwise move everyday objects;
- speech, hearing or eyesight;
- memory or ability to concentrate, learn or understand;
- perception of risk of physical danger

We recognize that individual cases need to be judged and responded to.

We will actively seek to:

- promote equality of opportunity between disabled persons and other persons
- eliminate discrimination that is unlawful under the Act
- eliminate harassment of disabled persons that is related to their disabilities
- promote positive attitudes towards disabled persons –This means not representing people in a demeaning way, and it also means not pretending they don’t exist and not representing them anywhere at all.
- encourage participation by disabled persons in public life -It is also important to respect the wishes of disabled children in an educational setting so that they do not feel pushed into activities they do not wish to take part in.
- take steps to take account of disabled persons’ disabilities, even where that involves treating disabled persons more favourably than other persons.

(DDA 2005 S.49A)

Gathering Information

Information is gathered from a variety of sources:

medical registers

SEN register

questionnaires

School Performance Data

School admissions data

attendance data

school council discussion and records

data related to participation in extra-curricular and residential visits

To meet the Disability Equality Duty, it is essential that we monitor aspects of school life to identify whether there is an adverse impact on children with disabilities.

The school monitors its provision in the following areas and pays regard to:

The role of a school as a service provider – to meet the needs of the ‘customer’

Contact with parents and carers – paying due regard to any parents who cannot read newsletters and other communication from school Open evenings, concerts – we ensure that there is access to all school activities for any disabled friends or family.

Assessing the impact of school policies

In order to ensure that action is taken to meet the Disability Equality Duty, Carr Hill Primary School will review all policies on a rolling programme as highlighted in the school’s action plan and will take into account views gathered from all stakeholders, including those with disabilities, in assessing the impact of school policies.

Meeting the four duties

At Carr Hill we aim to meet the requirements of the 4 duties through:

1. Promoting equality of opportunity

- by awareness raising and staff training;
- by keeping a watchful eye on the impact of policies;
- reviewing and adjusting policies;
- raising expectations;
- Improving communication;
- Increasing awareness of the ways in which parents of disabled children and young people can help to support their learning
- Ensuring that the talents of disabled pupils are represented accordingly through the Gifted and Talented Registers.

2. Eliminating harassment and bullying

- raising awareness amongst staff and pupils of disability-related harassment;
- understanding the nature and prevalence of bullying and harassment;

- recognising and addressing bullying and harassment;
- involving pupils themselves in combating bullying;
- reviewing school anti-bullying policy and procedures ensuring that disability-related harassment of disabled staff, parents, carers and other users of the school is identified and addressed;
- the use of SEAL materials;
- If a number of incidents have been prevalent within a particular year group, use circle time, story time or assembly to investigate and address the issue with all pupils.

3. Promoting positive attitudes

- by staff modelling respectful attitudes to disabled pupils, staff and parents;
- by challenging negativity;
- by ensuring representation of disabled people in senior positions in the school;
- through the curriculum – SEAL/PSHE/RE;
- through positive images in school books and other materials;
- ensure that disability is represented in posters, collages, displays and learning materials;
- celebrate and highlight key events such as the Paralympics, Deaf Awareness Week and Learning Disability Week;
- Inviting disabled members of the community/organisations to talk to children.

4. Encouraging participation in public life

- where possible, disabled pupils, staff and parents are represented in senior, responsible and representative roles;
- there are positive images of disabled people participating.
- Ensure that disabled pupils are represented and encouraged to participate in class assemblies, plays, events and on the school council.
- Taking steps to meet disabled people's needs, even if this requires more favourable treatment
- additional coaching or training for disabled pupils, staff or parents;
- special facilities for disabled pupils at breaks and lunchtimes;
- A policy of interviewing all disabled applicants who meet the minimum requirements for a job.

Monitoring and reporting

This action plan will be reviewed every two years by the Governing body and steering group in consultation with stakeholders. Details of how copies of the school's Disability Equality Policy can be obtained will be made available in the school prospectus and on the school web site.

Addressing Prejudice Related Incidents

This 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 may seek support from the Local Authority Equality Team.

Check list for school staff and governors

- Is information collected on disability with regards to both pupils and staff? Is this information used to improve the provision of services?
- Is pupil achievement monitored by disability? Are there are trends or patterns in the data that may require additional action?
- Are disabled pupils encouraged to participate in school life? How is this shown through representation in school events such as class assemblies and the school council?
- Is bullying and harassment of disabled pupils and staff monitored and is this information used to make a difference?
- Is disability portrayed positively in school books, displays and discussions such as circle time and class assemblies?
- Does the school take part in annual events such as Deaf Awareness week to raise awareness of disability?
- Is the school environment as accessible as possible to pupils, staff and visitors to the school? Are open evenings and other events which parents or carers attend held in an accessible part of the school?
- Is information available to parents, visitors, pupils and staff in formats which are accessible if required? Is everyone aware of this?
- Are procedures for the election of parent governors open to candidates and voters who are disabled?
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We will ensure that the whole school community is aware of the Single Equality Policy and our published equality information and equality objectives by publishing them on the school's website.

Breaches

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the head teacher and governing body.

Monitor and Review

Every four years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.

Summary of Abbreviations

ADHD Attention Hyperactivity Disorder

ASD Autistic Spectrum Disorder

BSL British Sign Language

DDA Disability and Discrimination Act

DES Disability Equality Scheme

DHT Deputy Head Teacher

HT Head Teacher

RE Religious Education

PSHE Personal, Social and Health education

SEAL Social and Emotional Aspects of Learning

SEN Special Educational Needs

SENCo Special Educational Needs Co-Ordinator

SLT Senior Leadership Team

TA Teaching Assistant

VOCA voice operated communication aid