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Hackforth & Hornby C of E Primary School

Single Equality Scheme 2019

Introduction

This Single Equality Scheme for schools in North Yorkshire provides a format for addressing the statutory duties of the Equality Act 2010 and The Children and Families Act 2014. This supersedes and brings together all previous statutory duties in relation to race, gender and disability and also addresses the duty to promote community cohesion, thus meeting the school's statutory duties in these areas.

The scheme also highlights how our school has worked with and listened to the staff, pupils, parents and carers to inform development of action plans and the need and commitment required to ensure the scheme is a success. This is underpinned by a commitment to promoting positive relationships and understanding between all stakeholders.

This document sets out how pupils with the following protected characteristics (previously known as equality strands) will be protected in our school from harassment and discrimination:-

- disability.
- gender.
- race.
- religion and belief.
- sexual orientation.
- gender reassignment.
- pregnancy and maternity.

The law on disability discrimination is different from the rest of the Equalities Act in a number of ways. In particular, it works in only one direction - that is to say, it protects disabled people but not people who are not disabled. This means that schools are allowed to treat disabled pupils more favourably than non-disabled pupils, and in some cases are required to do so, by making reasonable adjustments to put them on a more level footing with pupils without disabilities. The definition of what constitutes discrimination is more complex. Provision for disabled pupils is closely connected with the regime for children with special educational needs. Chapter 4 of the Act deals in detail with disability issues.

This scheme extends however to cover all aspects of vulnerability, including those associated with socio-economic factors (e.g. pupils from low income families).

As well as delivering high quality services to our pupils, the school is also committed to being a good employer and as such this scheme outlines how we meet our varied duties in terms of recruitment and employment practices. We are also committed to be fully inclusive of all community users, including parents and carers. As such, this scheme therefore also sets out how we will work to overcome any discrimination related to the other protected characteristics:-

- Age*

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- Being married or in a civil partnership

*A person's age is also a protected characteristic in relation to employment and the Act extends this (except for children) to the provision of goods and services, but age as a protected characteristic does not apply to pupils in schools. Schools therefore remain free to admit and organise children in age groups and to treat pupils in ways appropriate to their age and stage of development without risk of legal challenge, even in the case of pupils over the age of 18.

The impact of this scheme is reported on annually.

Aims of the single equality scheme

- To articulate the school's commitment to equality which permeates all school policies and practices
- To ensure that everyone who belongs to, or comes into contact with, our school community is valued and respected
- To promote equality of opportunity and eliminate unlawful discrimination, harassment or victimisation
- To comply with statutory duties under equalities legislation in one document

Purpose of the Equality Scheme

This equality scheme is the school's response to the specific and general duties in the current equality legislation, which has been brought together under the Equality Act 2010. It is an attempt to capture how the school is systematically establishing and implementing good practice in equality and diversity across all areas of school life. This includes a response to all aspects of social identity and diversity.

This Equality Scheme sets out how the school will:

- eliminate discrimination
- eliminate harassment or victimisation related to any aspect of social identity or diversity;
- promote equality of opportunity;
- promote positive attitudes to all aspects of social identity and diversity;
- encourage participation by disabled people and people representing different aspects of social identity in public life;
- take steps to take account of difference even where that involves treating some people more favourably than others;
- take proportionate action to address the disadvantage faced by particular groups of pupils.

Planning to eliminate discrimination and promote equality of opportunity

This scheme is underpinned by the core belief that all children and young people belong to their local community and share the same rights to membership of that community and a quality education. We set equality objectives with associated actions which are outlined within our equalities action plan that accompanies this Equality Scheme. Our plan identifies what we will be

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doing over the coming year to make our school more accessible to the whole community, irrespective of background or need. (see Appendix A).

It encompasses our duties to promote positive outcomes in relation to race, gender and disability, but also identifies actions to address other social identities. It encompasses our **anticipatory duties to plan ahead for the reasonable adjustments** (reasonable and proportionate steps to overcome barriers that may impede some pupils) we need to make to be best placed to help disabled pupils who come to our school.

This action plan replaces the school's Disability Accessibility Plan for the school (previously required under the planning duties in the Disability Discrimination Act) as it sets out how the school will increase access to education for disabled pupils, alongside other protected groups, in the three areas required:

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

The action plan is renewed annually and progress towards the equality objectives within it is reported on regularly to governors, and this information is published at least annually. Our equality objectives are published at least once every four years.

This action plan is understood and implemented by all staff and is available on the school website. It can be made available in different formats and in different languages on request to the school office.

Our school has regard to the need to provide adequate resources for implementing the plan and must regularly review them.

OFSTED inspection may include the school's accessibility plan as part of their review.

School Aims Statement

School aims to treat all its pupils fairly and with respect. School seeks to work with parents to ensure that the full needs of each individual child are met. This involves providing access and opportunities for all pupils without discrimination of any kind. Risk assessments may be considered, when appropriate.

School respects pupils' and parents' right to confidentiality, at all times.

School is committed to ensuring staff are trained in equality issues, with reference to the Equality Act 2010, including understanding disability issues.

School supports any available partnerships, including working with our Health and Safety Risk Advisor, to develop and implement facilities as required.

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Equality Objectives 2019 - 2023

- to improve access to a broad, balanced curriculum, including visits from other to promote pupil discussion and understanding.
- to raise aspirations for all pupils;
- to minimise the number of homophobic and racial incidents;
- to encourage pupils to consider non-stereotyped career options;

What kind of a school are we?

School Vision and Values

The school's vision and values statement identifies the school's ambitions for all its pupils and has been developed with stakeholders. It reflects the key requirements set out in the National Curriculum Inclusion Statement for developing an inclusive curriculum: setting suitable learning challenges; responding to pupils' diverse learning needs; overcoming potential barriers to learning and assessment for individuals and groups of pupils.

The school has worked with all stakeholders to review the ethos statement. At Hackforth & Hornby c of E Primary School stakeholders work together to develop and nurture the full academic, social, moral, spiritual and physical potential of each pupil and staff member in a safe, secure, respectful and caring environment. We offer rich and creative learning experiences, providing inspirational opportunities for every child to excel and for all achievements to be celebrated. Learners are given confidence to hold high aspirations for themselves and others, in a loving Christian community, and beyond as a global citizen. We exert no pressure to believe; however, Christian values pervade all that we do and celebrate the strong links between home, school and local parish.

The school statement also embraces the North Yorkshire Inclusion statement which emphasises that individuals and groups of learners who may be vulnerable to exclusion, marginalisation and underachievement are identified and receive targeted provision to ensure their presence, participation and achievement.

School Context

The nature of the school population and context to inform action planning for the equality scheme:

Pupils at this much smaller than average-sized Church of England (VC) School of 27 pupils are White British. Pupils are taught in two classes: Early Years Foundation Stage pupils are taught alongside pupils in Years 1 and 2; Years 3 to 6 pupils are taught together. GTAs support teachers in each class.

Cohorts vary on entry. The proportion of pupils that leave before the end of Year 6 or join the school other than in Reception is higher than average (service pupils and rehousing between local housing association properties). This impacts on school data.

11% of pupils receive pupil premium (disadvantage); 25% of pupils receive service pupil premium (33% are service pupils); 4% in receipt of an EHCP.

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School works closely with:

- Diocese of Leeds. School subscribes to the Diocese's Enhanced Service Plan, working at least termly with a Diocesan Team Adviser (currently a retired Headteacher)
- St Mary's Parish Church, Hornby
- Bedale Cluster of Schools
- Swaledale Alliance
- "Yes" at Richmond School
- Speech & Language Service
- Mini Explorers Nursery, to develop outdoor PE and associated active learning.
- Historic England
- York St John University (ITT)
- Leeds Trinity University (Curriculum Development)

The following training, taken to position the school well for the equality and diversity agenda, includes staff induction.

- First Aid Training
- Restrictive Physical Intervention
- Safeguarding, including termly Child Protection Network Meetings (Headteacher)
- Prevent
- Termly Child Protection Network Meetings (Headteacher)
- SEND Training, including Yes at Richmond School and NYCC Speech & Language service
- Burley Woodhead Phonics Hub
- GDPR
- Advanced Mentor Training (Headteacher) to support staff induction
- Regular staff meetings to update on pupil needs and training opportunities
- Headteacher and Governor training on recruitment practices

Curriculum

We understand the key principles in the National Curriculum 2013 Framework which underpins the development of a more inclusive curriculum by:

- setting suitable learning objectives for all pupils
- responding to pupils' diverse learning needs. This includes specialist training, as required to support staff - adopting best practice principles
- Behaviour policy
- SATs
- overcoming potential barriers to learning and assessment for individual and groups of pupils. This may include plans to support pupils and staff in managing learning behaviour. These are shared with pupils and parents.

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In consultation with staff, parents and outside agencies, the SENDCOs introduce appropriate resources to support pupils and staff to access and deliver curriculum provision. This includes improving and maintaining access to the physical environment, eg:

- securing, safe outdoor areas
- introducing specialist equipment into classrooms, including stationery (pens, pencils, coloured paper, coloured large print overlays)
- IT adaptation
- furniture
- communication, as identified for individuals.

School information

School information can be provided in a range of requested formats. Large print resources, braille, translation and other formats are available as requested from the school office (in consultation with the LA).

Physical Environment

Disabled access toilet facilities are available in school.

New build units will incorporate disabled access, as appropriate.

School Provision

Examples of reasonable adjustments the school makes as a matter of course

From September 2012 schools and local authorities have a duty to supply auxiliary aids and services as reasonable adjustments where these are not being supplied through Special Educational Needs (SEN) statements or from other sources. Additional high needs funding may be available on application to the local authority.

- Information is presented in different formats for disabled pupils, parents or carers - for example large font, coloured paper.
- Staff are trained on dyslexia friendly environments and adopt best practice where they can
- Our behaviour policy recognises how the school operates a differentiated for individuals who have identified needs.
- Specialist equipment to support staff and pupils, as required
- Plans to support pupils and staff in management training and behaviour. These are shared with pupils and parents as appropriate.
- SATs support
- Disabled toilet facilities

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Outcomes for pupils

Outcomes for identified pupils are analysed and discussed with governors and the LA.

This analysis forms part of the school's equality impact assessment processes to determine the impact of our provision on improving outcomes for these pupils. In line with statutory requirements all new policies as well as existing policies and functions are evaluated for the impact they have. Where appropriate, parents and pupils may be involved.

We consider the following on a regular basis:

- pupils' attainment - analysis of end of key stage results for pupils of particular groups
- the quality of particular groups of pupils' learning and the progress they make throughout the school
- the extent to which different groups of pupils feel safe (e.g. Incidents of racism, 'hate' and bullying involving particular groups of pupils)
- the behaviour of particular groups of pupils (e.g. exclusion data for particular groups of pupils)
- the extent to which pupils from particular groups adopt healthy lifestyles
- the extent to which pupils from particular groups contribute to the school and the wider community (e.g. participation and achievement on extra-curricular/extended school activities, participation on school trips for particular groups of pupils)
- attendance data for all pupils and for particular groups (e.g. extended leave/mobility issues for particular groups of pupils)
- the effectiveness of the school's engagement with parents/carers of particular groups of pupils (e.g. attendance at parents' meetings, involvement in planning provision, consultation with, results of parental feedback)
- impact of the use of specific individual budgets e.g. Pupil Premium, including disadvantaged and service pupils.

Roles and Responsibilities in Implementing the Single Equality Scheme

The Head Teacher will:

- ensure that staff and parents are informed about the Single Equality Scheme;
- ensure that the scheme is implemented effectively;
- manage any day to day issues arising from the policy whether for pupils or for the school as an employer;
- ensure staff have access to training which helps to implement the scheme;
- liaise with external agencies regarding the policy so that the school's actions are in line with the best advice available;
- monitor the scheme and report to the Governing Body at least annually, on the effectiveness of the policy;
- provide appropriate support and monitoring for all pupils and specific and targeted pupils to whom the scheme has direct relevance, with assistance from relevant agencies.

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The Governing Body will:

- ensure that the school complies with all relevant equalities legislation;
- recommend all governors receive up to date training in all the equalities and SEND duties;
- establish that the action plans arising from the scheme are part of the School Development Plan;
- support the Headteacher in implementing any actions necessary;
- inform and consult with parents about the scheme;
- evaluate and review the action every three years;
- evaluate the action plan annually
- publish information at least annually.
- publish equality objectives every four years
- The governor with specific responsibility for the Single Equality Scheme is the Chair of Governors.

People with specific responsibilities:

- Person responsible for maintaining and sharing with all the staff those vulnerable pupils and how their needs will be met: Assistant SENDCO
- Person responsible for ensuring the specific needs of staff members are addressed: Headteacher
- Person responsible for gathering and analysing the information on outcomes of vulnerable pupils and staff: Headteacher with Assistant SENDCO
- Person responsible for monitoring the response to reported incidents of a discriminatory nature: Headteacher
- Governor responsible for publishing the SEND Information Report: SEND Gov with Headteacher

Parents/Carers will:

- have access to the scheme, through the school website
- be encouraged to support the scheme
- have the opportunity to attend and contribute to the development of the scheme; where appropriate
- have the right to a personalised approach to meeting additional needs and a right to have their views taken into account
- have the right to be informed of any incident related to this scheme which could directly affect their child.

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School Staff will:

- accept that this is a whole school issue and support the Single Equality Scheme
- be aware of the Single Equality Scheme and how it relates to them
- make known any queries or training requirements
- know how to deal with incidents of concern, including bullying and how to identify and challenge bias and stereotyping
- know procedures for reporting incidents of racism, harassment or other forms of discrimination
- not discriminate on racial, disability or other grounds
- keep themselves up to date with relevant legislation and attend training and information events organised by the school or LA
- ensure that pupils from all groups are included in all activities and have full access to the curriculum
- promote equality and diversity through teaching and through relations with pupils, staff, parents, and the wider community

Pupils will:

- be encouraged to express their views and contribute where possible to the formulation of policies where appropriate
- be made aware of any relevant part of the scheme, appropriate to age and ability;
- be expected to act in accordance with any relevant part of the scheme
- experience a curriculum and environment which is respectful of diversity and difference and prepares them well for life in a diverse society
- understand the importance of reporting discriminatory bullying and racially motivated incidents

Visitors and contractors are responsible for complying with the school's Equality Scheme - non-compliance will be dealt with by the Headteacher and the school governors when necessary.

Involvement Processes

Policies are vital to identify and consolidate thinking regarding appropriate provision for pupils, however, they are often viewed as an end, when they should be seen as a process - always evolving in response to changes and evidence from impact assessments. Whilst developing this Equality Scheme, the school was clear that this is a process which must be informed by the involvement of all participants such as pupils, parents, school staff, governors and external agencies. This will ensure that the school gleans insights into the barriers faced by people from different social identity backgrounds and learns the best ways to overcome such barriers. This Scheme will be informed, therefore, by:

- the views and aspirations of pupils themselves from different social identity backgrounds;
- the views and aspirations of parents of pupils from different social identity backgrounds;
- the views and aspirations of staff from different social identity backgrounds;

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- the views and aspirations of members of the community and other agencies, including voluntary organisations, representing different social identity backgrounds;
- the priorities in the North Yorkshire Children and Young People's Plan.

Mechanisms for involvement

At this school the following mechanisms will ensure the views of pupils inform the Equality Scheme and action plan:

- School ambassadors;
- Individual interviews with pupils experiencing reasonable adjustments, this includes information gathering for EHCPs;
- Growing Up in North Yorkshire Pupil Survey

At this school the following mechanisms will ensure the views of staff inform the Equality Scheme and action plan:

- Exit interviews with staff;
- Regular staff meetings with specific agenda items;
- *Individual discussions with staff as a part of performance management.*

At this school the following mechanisms will ensure the views of parents and the community inform the Equality Scheme and action plan:

- Welcoming parents and the community into school so that they are critical drivers in policy development.
- Footnote to be inserted into communication with parents via school newsletter. "Your support for your child's education is crucial to their progress. Please tell us if there are any adjustments we need to make to help you support your child, for example: letters in large font; letters in different languages; wheelchair access; explaining things over the phone; a discussion with a school colleague of the same gender."
- Feedback through annual Parent Questionnaires
- Feedback through the Governing Body meetings.

The school's action plan within the School Development Plan, will focus on developing the involvement of pupils, staff and parents from different social identity backgrounds over the three years of this Scheme. We will consider varying the times, methods and the venues for this involvement to ensure the best possible attendance and ensure views can be heard. This way the school will learn what works and the involvement of pupils, staff and parents will improve and deepen over time.

Making it happen

Action Planning

This scheme is supported by actions within the School Development Plan the progress of which is monitored and evaluated by the Governing Body.

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The School Development Plan identifies the equality objectives for the school arising from this scheme along with

- clear allocation of responsibility;
- clear timescales;
- expected outcomes and performance criteria;
- specified dates for review;

The effectiveness of this Scheme will be evaluated and reflected in:

- the School Self-evaluation Form;
- feedback including parent Questionnaire and Parentview.

Reporting

This Scheme will be reported on annually. Progress against the action plan will be evaluated by staff and governors and the impact of the action and activities assessed. Copies will be displayed in the school reception area and it will be referenced in school newsletters and in the school's prospectus, school website.

Publication

This Equality Scheme will be published on the school website and available to anyone requesting a copy. Copies will be displayed in the school reception area and it will be referenced in school newsletters, the school prospectus and on the school's website.

Information is published demonstrating how the school is complying with the Public Sector Equality Duty and the school's equality objectives. The school updates its published information at least annually and publishes the equality objectives at least every four years.

Equality Legislation and Guidance

This equality scheme responds to the current equalities legislation.

- The Equality Act 2010 is the overarching legislation for all equality duties.

The act serves two main purposes:

- a) To harmonise discrimination law;
- b) To strengthen the law to support progress on equality.

The act supersedes or strengthens the following acts and regulations:

- The Equal Pay Act 1970
- The Sex Discrimination Act 1975
- The Race Relations Act 1976
- The Disability Discrimination Act 1995
- The Employment Equality (Religion & Belief and Sexual Orientation) Regulations 2003
- The Employment Equality (Age) Regulations 2006
- The Equality Act 2006 Part 2
- The Equality Act (Sexual Orientation) Regulations 2007

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- The SEN Code of Practice 2001

Overview of previous equalities legislation which has been harmonised and strengthened by Equality Act 2010:

- Race Relations Act (RRA) 1976/2000
statutory positive duty to promote racial equality, promote good race relations and eliminate unlawful racial discrimination;
- Sex Discrimination Act (SDA) 1975 (and Regulations 1999), Gender Equality Duty 2007
statutory positive duty to promote gender equality and eliminate unlawful gender discrimination;
- Employment Equality (religion or belief) (sexual orientation) Regulations 2003 extended to education, Equality Act (Part 2) 2007
The Act sets out that it is unlawful for schools to discriminate against a person:
a) in the terms on which it offers to admit him/her as a pupil;
b) by refusing to accept an application to admit him/her as a pupil, or
c) where he/she is a pupil of the establishment:
 - i) in the way in which it affords him/her access to any benefit, facility or service,
 - ii) by refusing him/her access to a benefit, facility or service,
 - iii) by excluding him/her from the establishment,
 - iv) by subjecting him/her to any other detriment.
- Disability Discrimination Act (DDA) 1995/2005 statutory positive duty to promote equality of opportunity for disabled people: pupils, staff, parents, carers and other people who use the school or may wish to, and eliminate unlawful discrimination;
- Education and Inspections Act 2006, duty to promote community cohesion.
By 'community cohesion' the school is endorsing and adopting the definition provided by Alan Johnson, 2006, as:
"working towards a society in which there is a common vision and sense of belonging by all communities; a society in which the diversity of people's backgrounds and circumstances is appreciated and valued; a society in which similar life opportunities are available to all; and a society in which strong and positive relationships exist and continue to be developed in the workplace, in schools and in the wider community."

Essential Further Guidance

DfE The Equality Act 2010 and schools: Departmental advice for school leaders, school staff, governing bodies and local authorities (May 2014)

<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>

Equality and Human Rights Commission Guidance for schools

<http://www.equalityhumanrights.com/advice-and-guidance/education-providers-schools-guidance>

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SEND Code of Practice January 2015- latest at 01.03.15 and effective from 01.04.15

[https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/398815/SEND
CodeofPracticeJanuary2015.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/398815/SEND_CodeofPracticeJanuary2015.pdf)

Appendix A

Hackforth & Hornby CofE Primary School Equality Action Plan

Key Issue:

Improving Access to the Curriculum

Key Actions 2019/20:

Headteacher will ensure that that all staff can differentiate across the school's broad, balanced curriculum:

- **Secure staff training: subject knowledge and skills to secure whole school progress against identified skills.**
- **Ensure that the assistant SENDCO receives training to support identified pupils: inc dyslexia, autism and other specific learning needs, as required.**

The Headteacher will ensure that all staff are aware of the need for disabled children's curriculum access (if the need arises).

Working with the assistant SENDCO, the H/T will write individual access plans for disabled children.

Establish a system for sharing information with appropriate staff and governors.

The Improvement Committee, including the Headteacher, will monitor these key actions.