



Equality Policy

Document Name: Equality Policy

Review Date: March 2023

Next Review Date: March 2025

Bramhope Primary School Equality policy

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Legislation and guidance

This document meets the requirements under the following legislation and is based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

- [The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

Roles and responsibilities

The local governing committee at Bramhope Primary will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governor is Matt Broughton. The link governor will:

- Attend a Bramhope EDI (Equality, diversity and inclusion) meeting every term. **This meeting is open to all staff and governors who are keen to help us achieve our current objectives.** Also present at the meeting will be the Headteacher, the PSHE leader, the Assistant Head (Behaviour and Attitudes) the SENDCO and Pastoral leader. The meetings will be chaired on rotation.

The purpose of the termly meetings will be:

- To discuss our school objectives and how these are being addressed
- To ensure the group is familiar with all relevant legislation and the contents of this document
- To attend appropriate equality and diversity training

- To report back to the local governing committee regarding any issues

The headteacher will:

- Promote knowledge and understanding of our EDI objectives among staff and pupils,
- Monitor success in achieving the objectives and provide evidence to report back to governors

Eliminating discrimination and advancing equality of opportunity

As our school grows and our parent and pupil community become increasingly diverse, we have chosen to focus on developing greater equality as one of our whole school objectives

This is demonstrated in the following ways:

- The school has an EDI team and a link governor who monitors equality issues and ensures school objectives are being met. **The team meet 3 x a year and EDI is a standing item at our governor meetings**
- Subject leaders observe lessons to ensure that class teachers use different strategies so that all pupils can access learning. **These focused observations form part of our whole school monitoring cycle.**
- All staff and pupils understand the importance of *belonging* and *helping others feel that they belong*. 'Belong' is part of our school motto. **Activities to promote 'belonging' are one of three key strands within our personal development curriculum**
- All staff and pupils understand that discriminatory language will never be tolerated and any reports are recorded on CPOMs and dealt with immediately. **For example:**
2023: we led assemblies in response to sexualized language
- All staff take steps to meet the particular needs of people who have a particular characteristic. **For example:**
2022 onwards we enabled Muslim pupils to pray at prescribed times
- All staff encourage all pupils to participate fully in activities. **For example:**
2022 we provided funding and signposted parents so that disadvantaged pupils could access clubs and residential visits
- All parents should demonstrate respect for all staff, other parents and pupils. **For example:**
2022 We introduced a parent charter [Parent Charter 2022.pdf](#) which we circulate annually. We may refer to this document in instances where parents feel they have not been treated with respect.

Fostering good relations

As our school grows and our parent and pupil community become increasingly diverse, we are committed to fostering good relations between pupils, parents and staff, regardless of difference.

This is demonstrated in the following ways:

- We promote tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, Big Think assemblies, PSHE and other curriculum areas. **For example:**

2022 as part of our reading provision, we introduced our teacher led 'E&D readers'

- We hold assemblies dealing with relevant issues and invite external speakers to contribute. **For example:**

2022 our visit from the Guidedogs Association formed part of disability awareness week

- We work with our local community. **For example:**

2022-23 We visited our local church (St Giles) and our local vicar created a temporary prayer and reflection space.

- We encourage and implement initiatives to deal with different groups of pupils. **For example:**

2022-23 We worked closely with CRMI to promote knowledge and understanding of our link school in Uganda. This included letter writing and Facetime opportunities

- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach. **For example:**

2023 We employed an Equality and Diversity Consultant to lead staff training and support us in updating our policy

Equality objectives

Pupils: Increase the range of clubs offered to pupils and the numbers of vulnerable pupils accessing those clubs.

Parents: Increase the number of parents who feel integrated within our school community

Staff: Establish Bramhope as an E&D hub (Centre of excellence) where local schools can share best practice, learn from experts and be supported in achieving their objectives.

Monitoring arrangements

The headteacher will update the equality information we publish, at least every year.

This document will be reviewed by our equality committee at least every 4 years.

This document will be approved by the local governing committee.