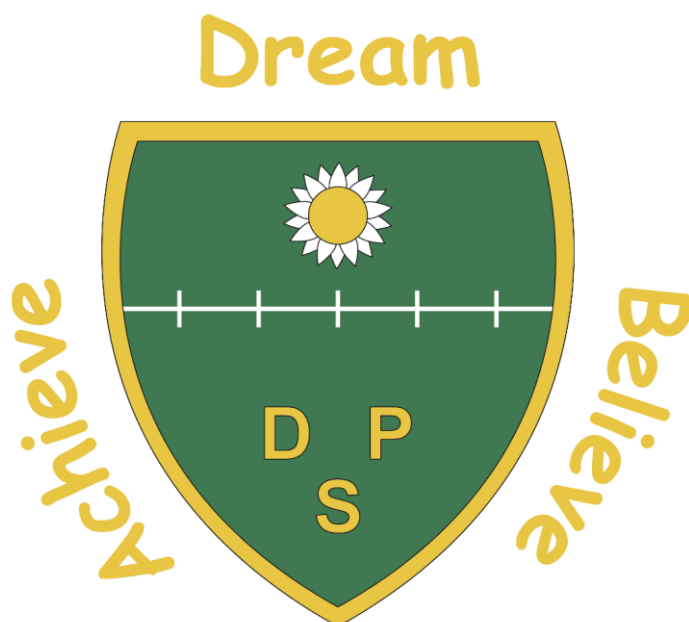


Daisyfield Primary School



Equality Policy Statement & Plan

Date Adopted/Reviewed: Autumn 2023

Chair of Committee Signature: Standards and Effectiveness Autumn 2023

Next Review: Autumn Term 2026

1. Legislation

1.1 The Equality Act 2010 ("the Act") provides a modern, single legal framework with three broad duties:

- Eliminate discrimination;
- Advance equality of opportunity; and
- Foster good relations.

1.2 Daisyfield Primary School understands the principle 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;
- Disability;
- Race, colour, nationality, ethnic or national origin;
- Sex (including transgender);
- Gender reassignment;
- Maternity and pregnancy;
- Religion and belief;
- Sexual orientation; and
- Marriage and civil partnership (for employees).

1.3 In order to meet our general duties, listed above, the law requires us to do 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 child.
- Prepare and publish equality objectives - to do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a primary school. This will include the following functions:
 - Admissions;
 - Attendance;
 - Attainment;
 - Exclusions; and
 - Prejudice related incidents.

1.4 Our objectives will detail how we will ensure equality is applied to the services listed above however; where we find evidence that other functions have a significant impact on any protected group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

2. The Policy

- 2.1 Daisyfield Primary School's Equality Information and Objectives Policy draws together all previous equality legislation and details how the school is fulfilling the requirements of the Act.

3. Our Ethos

At Daisyfield our philosophy is that every child should be provided with an excellent education which is enjoyable and which will prepare them for their future.

We remind our pupils that they only have one chance at their primary education and therefore we expect and encourage them to try their best in all areas of school life. The school has high expectations of its pupils and is continually seeking to support their learning in the most effective way.

Motto:

Dream, Believe, Achieve!

Vision:

- Daisyfield is a **caring** place which values every member of its school community.
- We have **high expectations** and enjoy helping everyone **achieve**.
- We encourage everyone to **achieve the best** in all aspects of their lives.
- Our school is a bright and stimulating environment where learners are **challenged**.
- We provide opportunities for first hand experiences which will **develop skills for later life**.
- Children are encouraged to **respect** the values and beliefs of the global community as we prepare them to embrace their part in an ever changing world.
- We have a secure and nurturing environment where children **achieve, rise to challenges** and learn and grow with **pride** and **confidence**.

The school aims:

- To educate the children to the highest possible standard
- Develop a love of learning and provide the skills necessary to foster it
- To meet the needs of all our children irrespective of their ability and thus bring out their full potential
- To provide a safe and secure environment in which all our children flourish
- To encourage our pupils to develop self-discipline by praising and rewarding good behaviour
- To create a partnership between the home and school by valuing the important role of parents in the education of their children and welcoming them into our school
- To create a spirit of community and co-operation within school
- To value and celebrate the whole child in order to raise his/her self-confidence and self-esteem
- Expect all children and adults to show respect for each others' culture, language, religion and gender

We are committed to high expectations of our pupils, our staff and our school.

Our School Values:

Respectful, Honest, Self-Believing, Humble, Determined and Caring

4. Addressing Prejudice Related Incidents

- 4.1 Daisyfield Primary 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 report them to the Local Authority using their guidance material. The Local Authority may provide some support.

5. Objectives

- 5.1 In achieving compliance with the Act, objectives are set annually. Detailed below are the Daisyfield Primary School's current set of overriding objectives.

Equality Objective 1: Attendance

To embed the importance of good attendance within the culture of the whole school community to secure quality of opportunity for pupil engagement, attainment and progress. We aim for our whole school attendance to be at least 96%

Why we have chosen this objective:

Pre Covid, whole school attendance was 96%. It is currently 92% and there has been an increase in persistent absence from 15% to 26%. There has also been a significant increase in requests for extended leave. If this continues it will impact on pupil's ability to make good progress.

To achieve this objective, we plan to:

- Ensure this target is a priority in our SDP
- Work closely with the school's attendance officer to ensure policies and procedures are in place and effective.
- Regular letters, meetings and if necessary fines.
- Promote positive relationships with parents and carers and share the importance of good attendance.
- Weekly attendance monitoring and rewards and recognition for those pupils with good attendance.

Equality Objective 2:

To increase understanding of equality, diversity and inclusion by the whole school community including the leadership team, governors, staff, pupils and parents.

Why we have chosen this objective:

As a school, we have a statutory duty to promote Fundamental British Values and protected Characteristics as part of our curriculum and ethos.

To achieve this objective, we plan to:

- We will continue to deliver a PSHE, HRE and RE curriculum which explore and values cultural differences and teaches them to value these. This alongside our RE curriculum will develop and deep understanding of other cultures.
- Our curriculum teaches pupils about British Values which extend beyond their own personal experiences.
- We actively aim to provide and expose our pupils to a wide range of cultural experiences including visits, visitors and wider learning experiences.
- Parents are kept informed about the children's learning so they can support this at home. This is through displays in school, our website, newsletters and parents' evening.
- Staff, governor and parents workshops to be delivered.

Equality Objective 3:

To continue to close the gap between disadvantaged pupils and non-disadvantaged pupils in reading.

Why we have chosen this objective:

Pupil premium data at the end of summer term 2022:

- 8/13 Pupil Premium children on target for Reading at End of Summer Term in KS1 = 62%
- 23/31 Pupil Premium children on target for Reading at End of Summer Term in KS2 = 74%
- 31/44 Pupil Premium children on target for Reading at End of Spring Term across school = 70%
- 13/18 PP Girls on target for Reading in Summer 2022 = 72%
- 18/26 PP Boys on target for Reading in Summer 2022 = 69%

The trajectory is improving in key stage 2 and for boys but not for girls and key stage 1. Our challenges lie with comprehension and inference.

To achieve this objective, we plan to:

Continue to embed a love for reading and reading across the curriculum.

Children have access to high quality texts.

In key stage 1 and EYFS, home readers and guided reading books are carefully matched to phonics.

Parent workshops are planned to support parents reading with their children at home.

Continual staff CPD will take place for teachers and teaching assistants so they are skilled in supporting the children's fluency and comprehension through effective questioning.

5.2 Daisyfield Primary School will make reasonable adjustments to meet the needs of disabled pupils and implement an accessibility plan aimed at:

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

5.3 Daisyfield Primary School's leaders accept and welcome their responsibility to have due regard in decision-making and actions to the possible implications for pupils with protected characteristics. They will consider equality implications before and at the time that they develop policy and take decisions.

6. Responsibility

6.1 We believe that promoting equality is the whole school's responsibility.

6.2 Daisyfield Primary School strives to eliminate discrimination and other conduct that is prohibited by the Act, advances equality of opportunity between people who share a protected characteristic and people who do not share it, and fosters good relations between people who share a protected characteristic and people who do not share it.

Daisyfield Primary School does this by measures that include:

- (a) for pupils - implementation of policies on equal opportunities (including race and gender equality, special needs, behaviour and anti-bullying);
- (b) for staff - implementation of policies on equal opportunities, recruitment and selection, pay and anti-harassment policy;
- (c) PSHE including Health and Relationships, RE and other elements within the curriculum that promote friendship and understanding about cultures and lifestyles;
- (d) employing specialist staff to support pupils with special needs or disabilities, and implementing the school's accessibility plan;
- (e) monitoring of welfare, with intervention and support where required;
- (f) taking steps to meet the protected needs of pupils or staff who have a protected characteristic.

School Community	Responsibility
Daisyfield Primary School's Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and setting objectives to address these.
Headteacher	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensure that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Senior Leadership Team	To support the Headteacher as above. Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.

Teaching Staff	<p>Help in delivering the right outcomes for pupils.</p> <p>Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.</p> <p>Design and deliver an inclusive curriculum.</p> <p>Record and report prejudice related incidents.</p>
Support Staff	<p>Support the school and the governing body in delivering a fair and equitable service to all stakeholders.</p> <p>Uphold the commitment made by the Headteacher on how pupils and parents/carers can be expected to be treated.</p> <p>Support colleagues within the school community.</p>
	<p>Record and report prejudice related incidents.</p>
Parents	<p>Take an active part in identifying barriers for the school's community and in informing the governing body of actions that can be taken to eradicate these.</p> <p>Take an active role in supporting and challenging the school to achieve the commitment given to the school's community in tackling inequality and achieving equality of opportunity for all.</p>
Pupils	<p>Supporting the school to achieve the commitment made to tackling inequality.</p> <p>Uphold the commitment made by the Headteacher on how pupils and parents/carers, staff and the wider community can be expected to be treated.</p>
Local Community Members	<p>Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these</p> <p>Take an active role in supporting and challenging the school to achieve the commitment made to the community in tackling inequality and achieving equality of opportunity for all.</p>

7. Daisyfield Primary School's Context

Current School Profile	
Total Pupils	285
Boys	149
Girls	136
Indian	154
Pakistani	90
Bangladeshi	11
Any other Asian Background	11
Any other Ethnic Group	6
Any other White Background	0
White British	0
Any other Mixed Background	3
Black African	0
White and Black African	0
Roma	0
Not Specified	0
White Asian	3
EHCP	8
School Support	24
FSM	48
Looked After Children	0
Islamic	282
Sikh	2
Christian	0
Buddhist	0
No religion specified	1
Staff/governors with a disability	0

While aiming to improve continuously the implementation of equality related policies and procedures, and ensuring that due regard is taken always of the impact of actions and decisions on pupils and staff with protected characteristics, the school has established the following objectives for the period 2023– 2026 and will be kept under regular review:

8 Daisyfield Primary School's Equality Objectives:

- To strive to achieve equality of opportunity for all, adults and pupils, regardless of age, gender, ethnicity etc.
- To educate all about discrimination and prejudice and promote a harmonious environment (social cohesion).
- To continue to monitor the attendance of different groups of pupils within school and address any areas for development
- To prioritise the mental health and welfare of all pupils and staff
- To promote an inclusive setting for all pupils
- To promote cultural development and understanding through a rich range of experiences both in and beyond the school
- To ensure all pupils have access to extra-curricular activities

- To strive for all pupils regardless of ethnicity, age, gender or disadvantage to achieve the highest possible standards in their learning and make good progress.
- To ensure that more able pupils, including disadvantaged more able pupils, make better than average progress in all core subjects.
- To ensure that the appointment of staff is in line with equal opportunities legislation.
- To ensure that the governing body of the school reflects the wider community.

Review Approval Body : Standards & Effectiveness

Date Approved : October 2023

Next Review Date : October 2026