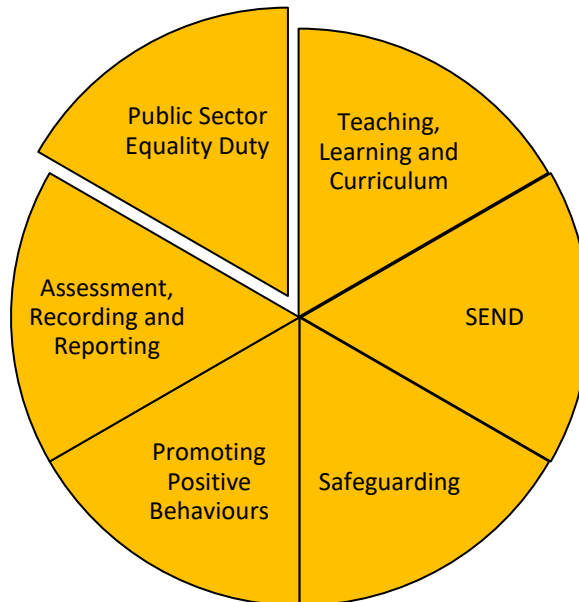




Public Sector Equality Duty Policy 2021-23

This policy is one of Alma Park's central policies:



All practitioners must apply our central policies through all their teaching in school. All other curriculum policy statements should be regarded as add on statements to these core beliefs, practices and values. Practitioners must also be familiar with and adhere to our policies on E-Safety, Health and Safety, Medicines and Medical Needs, Anti-Bullying, Food and Drink; and Attendance.

Date updated: May 2021

Written by: One Education's HR and People

Amended for Alma Park by: Lisa Howard and Karen Houghton

Ratified: June 2021

Review: May 2023



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Preamble

The policy has been amended to address circumstances relevant to Alma Park.

Introduction

- 1.1 Schools and academies are required to publish information to show how they are complying with their Public Sector Equality Duty under the Equality Act 2010 (“the Act”) and to prepare and publish equality objectives under the Equality Act 2010 (Specific Duties) Regulations 2011. This policy and guidance document details the school’s approach and commitment to equality and provides information on how Alma Park is complying with its general and specific equality duties. As part of its commitment to equality, this policy also provides guidance on the types of behaviour which are unlawful under the Act and on the protected characteristics referred to in the Act.
- 1.2 This policy takes into account the provisions of the Department for Education’s non statutory advice for schools on the Equality Act 2010 and also the Employment Statutory Code of Practice on the Equality Act 2010 produced by the Equality and Human Rights Commission (EHRC). This policy also takes into account the provisions relating to equality in the Ofsted inspection framework 2015. The framework places a strong focus on actively promoting equality and diversity, tackling bullying and discrimination, narrowing any gaps in achievement between different groups of children and learners and actively promoting British values. It also makes clear that schools will be assessed in relation to compliance with their duties under the Act and the Human Rights Act 1998 and on the extent to which they promote equality of opportunity and take positive steps to prevent any form of discrimination, either direct or indirect, against those with protected characteristics.
- 1.3 This policy also acknowledges the guides on equality produced by ACAS in August 2015, the guidance documents for schools produced by the EHRC, *the duty placed on the Governing Bodies of maintained schools under the Education and Inspections Act 2006 to promote community cohesion* and the standards of international human rights as expressed in the Human Rights Act 1998, the UN Convention on the Rights of the Child and the UN Convention on the Rights of People with Disabilities.
- 1.4 This policy will inform Alma Park Development Plan and will enable Alma Park to demonstrate how promoting equality and eliminating discrimination can help to raise standards, ensure that equality and diversity are part of the school’s core business both as a school and an employer and ensure that the school’s commitment to ensuring its position as a provider of the highest quality education supports the school’s equality objectives.
- 1.5 This policy is the key school document for information about equality. It brings together all the school’s previous policies, schemes and action plans around equality.

Scope

- 2.1 This policy applies to all members of school staff (not just employees), to pupils and to school governors. It provides guidance and information for parents, carers, school visitors and other
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members of the wider school community and sets out the school's expectations and required standards of behaviour with regard to equality issues.

Key Principles

3.1 In fulfilling its obligations under the Act and when carrying out its duties as detailed in this policy, Alma Park will be guided by the following Key Principles. Alma Park will be guided by the Key Principles in the application and implementation of all its policies, procedures and practices.

- **Principle 1 - All members of Alma Park community are of equal value and should be treated with dignity and respect.** Every member of Alma Park community is 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. All individuals are entitled to be treated with dignity and respect and should treat others in the same way.
- **Principle 2 - Alma Park recognises respects and values difference and diversity.** Treating people equally does not necessarily mean treating them all in the same way. Alma Park will take account of differences and the kind of barriers and disadvantages which people may face in relation to protected characteristics. Alma Park will make reasonable adjustments to arrangements or practices in relation to disability including the provision of any necessary auxiliary aids and services. The diversity of people's backgrounds and circumstances should be appreciated and valued. Diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit the school.
- **Principle 3 – Alma Park will actively promote British values.** Alma Park will ensure that equality of opportunity and recognition of diversity is promoted and that pupils respect others and are well prepared to contribute to wider society and life in modern Britain. The fundamental British values are democracy, rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs.
- **Principle 4 - Alma Park fosters positive attitudes and relationships.** Alma Park intends that its policies, procedures and activities should actively promote positive attitudes, good relations and mutual respect between all groups of individuals who are different from each other. Alma Park will take action to prevent and tackle discriminatory and derogatory language including language that is derogatory about disabled people and homophobic and racist language.
- **Principle 5 - Alma Park observes good equalities practice for all members of staff.** Alma Park will ensure equality of opportunity in all aspects of employment including in recruitment, promotion and continuing professional development. The school's policies and procedures for employees and potential employees will take into account equality considerations including any relevant exemptions or exclusions.
- **Principle 6 - Alma Park aims to reduce and remove inequalities and barriers which may already exist.** In addition to avoiding or minimising possible negative impacts in its policies and practices, Alma Park will take opportunities to maximise positive impacts by reducing and removing inequalities and barriers which may already exist in relation to certain groups with protected characteristics.



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- **Principle 7 - Alma Park will consult and involve widely in relation to equality issues.** When tackling equality issues, Alma Park will consult and engage with those affected by its decisions and where possible, with those people who have special knowledge who can inform the school's approach. Alma Park will take into account the views of the school's Equality Working Party in the implementation and the review of this policy and in particular in relation to the school's equality objectives.
 - **Principle 8 - Alma Park will address bullying and prejudice motivated incidents.** Alma Park takes bullying and prejudice motivated incidents seriously and any such conduct and behaviour will be carefully monitored and dealt with fairly and firmly. Alma Park will take into account the specific guidance issued by the DfE on bullying including homophobic and transphobic bullying and bullying related to sexual orientation, transgender, disability, race and religion. Training will be given to members of staff to ensure they are aware of how to identify and to deal with such incidents. Further guidance is detailed in the school's Behaviour Policy and Anti-Bullying Policy.
 - **Principle 9 - Alma Park fosters a shared sense of cohesion and belonging and intends that its policies and procedures should benefit society as a whole.** Alma Park will strive to ensure that all pupils, members of staff and school governors feel a sense of belonging within Alma Park and within the wider school community and that they feel respected and are able to participate fully in school and in public life. Alma Park intends that its policies and procedures should benefit society as a whole both locally and nationally, by fostering greater social cohesion and by promoting greater participation in public life of all individuals from all groups including those with protected characteristics.
- 3.2 Alma Park will take all reasonable steps to ensure that pupils, members of staff, governors and members of the wider school community are aware of and conduct themselves in accordance with the Key Principles.

Roles and responsibilities

4.1 The Governing Body is responsible for:

- ensuring that all governors are aware of their responsibilities under equality legislation
- having due regard to the school's general equality duty when making decisions
- ensuring that this policy is implemented by the Headteacher
- nominating a Governor to be given specific responsibility for monitoring equality issues and to sit on the school's Equality Working Party
- ensuring that all Alma Park policies promote equality and keeping aspects of the school's commitment to equality under review, for example, in terms of standards, curriculum, admissions, exclusions, personnel issues and Alma Park environment
- ensuring that the school's equality objectives are published, actively pursued and reviewed at intervals of no more than 4 years
- ensuring that equality information is published on an annual basis
- monitoring the achievement of equality objectives
- promoting British values



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4.2 The Headteacher (with support from the Senior Leadership Team) has responsibility for:

- making sure this policy and any related policies and procedures are implemented in school
- appointing a senior member of staff to assume day to day responsibility for coordinating the implementation of this policy and for monitoring outcomes
- overseeing the school's Equality Working Party
- ensuring the school's equality objectives are published and actively pursued
- monitoring how and whether the school's equality objectives are being met
- producing information for pupils, staff and governors about the school's equality objectives and how they are working
- ensuring reasonable adjustments are made in relation to disability, with regard to pupils, staff, parents, carers and visitors to the school
- ensuring that Alma Park follows its Accessibility Plan
- making sure that this policy (and any other policies through which Alma Park addresses equality matters) are published and are readily available to governors, staff, pupils, parents, carers and the wider school community
- making sure all members of staff are aware of their responsibilities under the Act and receive appropriate training and any support in carrying these out
- ensuring that appropriate action (including disciplinary action) is taken in cases of discrimination, harassment and victimisation including cases involving bullying and/or harassment related to any of the protected characteristics
- ensuring that members of staff and pupils are aware of the procedure for reporting and following up bullying and prejudice-related incidents
- promoting British values

4.3. All members of staff are responsible for:

- being aware of their responsibilities under the Act and this policy and recognising that they have a role and responsibility in their day to day work to promote equality, inclusion and good community relations
- keeping up to date with equality legislation relevant to their work
- highlighting any training or development they require to carry out their responsibilities under the Act or this policy and attending any related training or learning opportunities
- promoting equality of opportunity and good relations and not discriminating on any grounds
- fostering good relations between groups with protected characteristics and those without protected characteristics
- dealing fairly and professionally with any bullying and discriminatory incidents
- being able to recognise and challenge prejudice, bias, discrimination, stereotyping and any inappropriate language or behaviour
- promoting an inclusive and collaborative ethos in their lessons and being role models for equal opportunities through their words and actions

4.4 Pupils must be encouraged to recognise that they have a role and responsibility to themselves and others so they understand and are able to:

- promote equality, inclusion and good community relations
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- challenge inappropriate language and behaviour
- tackle bias and stereotyping
- work to promote anti bullying strategies
- respond appropriately to incidents of discrimination and harassment and understand the action needed to report these
- regard people of all faiths, races and cultures with respect and tolerance
- support the school's approach and commitment to equality and comply with the provisions of the Act and this policy

4.5 Visitors (including parents, carers and contractors) are expected to:

- support our approach and commitment to equality and to comply with the provisions this policy
- refrain from engaging in any behaviour which is unlawful under the Act whilst on school premises

The Equality Act 2010

- 5.1 The Act provides a single, consolidated source of discrimination law, replacing all the previous UK anti-discrimination **laws**. The Act defines types of **unlawful behaviour** in relation to persons with **protected characteristics**. The Act applies to all schools and academies including maintained and non-maintained special schools.
- 5.2 As part of the school's commitment to eliminating conduct prohibited by the Act, guidance on the provisions of the Act (and how those provisions apply to schools) is contained in Appendix A. The guidance provides information about the types of behaviour which are unlawful under the Act and information about the characteristics which are protected under the Act.

The Public Sector Equality Duty

- 6.1 The Act also introduced a single **Public Sector Equality Duty** (sometimes also referred to as the '**general duty**'). The general duty applies to public bodies, including all schools and academies. The general duty is supplemented by separate **specific equality duties** which require schools to publish information to show how they are complying with their general duty and to prepare and publish equality objectives.
- 6.2 Guidance on the Public Sector Equality Duty and the specific equality duties and how they apply to schools is contained in Appendix A.
- 6.3 Information in relation to how Alma Park is complying with its general and specific duties is detailed below and in the Appendices referred to. In particular:
- examples of how Alma Park has due regard to the three strands of its general duty are set out in **Appendix B**
 - details of how Alma Park complies with its duties in relation to disabled pupils and members of staff are included in **Appendix B**
 - the school's current equality objectives are detailed in **Appendix C**



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- 6.4 Alma Park will not unlawfully discriminate against certain individuals or groups and Alma Park will ensure that diversity, equality and inclusion run through all areas of school life.
- 6.5 The Governing Body and leadership team will keep written records of all relevant decisions actions including notes of Governing Body meetings, senior leadership meetings, staff meetings, school council meetings and meetings of the school's Equality Working Party.
- 6.7 The school's equality objectives have been arrived at as a result of school self-evaluation involving staff, children, parents and members of the local community. Alma Park will monitor and review its equality objectives in consultation with stakeholders as appropriate.
- 6.8 Information will be published on the school's website, including details of staff and governor training on the Act to demonstrate how Alma Park is complying with its general duty. The school's website provides links to important equality information including a link to this policy and to the school's current equality objectives.

Recruitment and training

- 7.1 All members of school staff who are involved in recruitment will receive appropriate training on equality issues. Decisions concerning staff recruitment will be based on merit apart from in necessary or exceptional circumstances and where exceptions under the Act apply.
- 7.2 In accordance with provisions in the Act, Alma Park will not enquire about the health of an applicant for a job until after a job offer has been made (unless the questions are related to an intrinsic function of the work for the job). Any necessary health questions will be asked after a job offer has been made and in all cases, any health related questions will be targeted, necessary and relevant to the job applied for.
- 7.3 Alma Park is committed to ensuring that all members of staff and the school's Governing Body undergo training and development in relation to their duties under the Act and in relation to this policy.

Monitoring and review

- 8.1 Alma Park will review this policy annually and will ensure that the views of the Equality Working Party and any other interested parties are sought in relation to the ongoing development and review of this policy.
- 8.2 Alma Park will evaluate the success of the school's equality work using quantitative and qualitative data and by the extent to which Alma Park achieves improved outcomes for different groups.
- 8.3 An analysis of equality data will inform discussions about the school's equality objectives and Alma Park will regularly monitor whether and how Alma Park is meeting its objectives.



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- 8.4 Alma Park will monitor and will regularly review all policies, procedures and practices to ensure compliance with the Act and will assess whether any changes need to be made.

Availability of equality information

- 9.1 Alma Park will take all reasonable steps to ensure that the whole school community knows about the school's commitment to equality and is aware of the school's equality objectives. This will be done via school communications including Alma Park newsletter, assemblies, staff meetings, school council meetings and via the school's website.
- 9.2 This policy is available:
- on Alma Park website
 - in Teachers Area
 - as part of the school's induction process for new staff
 - as part of equality training for existing staff
- 9.3 Although this policy is the key document for information about the school's approach and commitment to equality, further equality information is included on the school's website and in Alma Park prospectus. There are references to the school's equality duties and obligations in Alma Park Improvement Plan, and other school policies including, but not limited to the school's Recruitment Policy, Promoting Positive Behaviours Policy, Admissions Policy, SEND and anti-bullying policies, and Flexible Working Requests policy.

Dealing with breaches

- 10.1 Equality is a matter which is high on the school's strategic agenda. Alma Park takes breaches of the Act and of this policy seriously. Alma Park is committed to ensuring all reasonable steps are taken to stop individuals from taking any form of discriminatory action or from engaging in any form of discriminatory or other unlawful behaviour as detailed in the Act.
- 10.2 Alma Park will ensure that any complaints and evidence of a failure to comply with the Act or this policy are promptly and thoroughly investigated and are dealt with as determined by the Headteacher (or Governing Body as appropriate) in accordance with the relevant school policy/procedure.
- 10.3 Where appropriate, discriminatory acts will be dealt with as misconduct under the school's disciplinary procedure. In addition to being an employment issue, sexual harassment may also amount to a criminal offence and may lead to police involvement. Harassment may also be an offence under the Protection from Harassment Act 1997 (which is not limited to circumstances where the harassment relates to a protected characteristic). Serious acts of discriminatory behaviour, including acts of harassment, could amount to gross misconduct and could lead to dismissal without notice.



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Appendix A - Guidance on the Equality Act 2010

(a) An overview

The guidance in this policy is provided by Alma Park as a reasonable step to prevent individuals from engaging in any form of behaviour or conduct which is deemed unlawful under the Act. The guidance is also intended to create an awareness and understanding of the school's obligations and duties under the Act, including any exemptions and exclusions which may apply.

The Act provides a single, consolidated source of discrimination law, replacing all the previous U anti - discrimination **laws** and it extends protection from discrimination in some areas. The Act defines types of **unlawful behaviour** in relation to persons with **protected characteristics**. The Act applies to all schools and academies including maintained and non-maintained special schools.

The Act applies to schools as employers and also to the way schools treat their pupils and potential pupils, and in limited circumstances, former pupils. As employers, schools must not discriminate against potential employees in respect of whether to offer a job or the terms on which a job is offered. Schools must also not discriminate against existing employees in respect of benefits, facilities and services offered including training opportunities, promotion or dismissal.

In relation to pupils, schools must not discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, in the way education is provided, in the way pupils are provided with access to any benefit, facility or service and by excluding a pupil or subjecting them to any other detriment.

The school's "Responsible Body" must ensure compliance with the Act. The Responsible Body is the Governing Body (and the Local Authority in maintained schools) and the proprietor in independent schools, academies or non maintained special schools. Any person acting on behalf of the Responsible Body, including school employees is liable for their own discriminatory actions. The Responsible Body is also liable unless it can show that it has taken all reasonable steps to stop an individual from doing the discriminatory action or from doing anything of that kind. Members of staff should understand therefore that they can be held liable for acts of bullying, harassment and unlawful discrimination in the course of their employment against fellow employees, pupils or members of the public.

(b) Types of unlawful behaviour and protected characteristics

Types of unlawful behaviour under the Act are: -

- direct discrimination
- indirect discrimination
- harassment
- victimisation

The protected characteristics under the Act are:-

- age
- disability
- race
- religion or belief



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- sex
- sexual orientation
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity

All the protected characteristics are covered by the employment provisions of the Act. Following consultation with all school stakeholders Alma Park have also include sizeism as a protected characteristic for our school. The protected characteristics of **age, marriage and civil partnership do not apply to pupils**. It is not a breach of equality law therefore for schools to admit and organise pupils in age groups and to treat pupils in a way that is appropriate to their age.

Direct discrimination occurs when one person treats another less favourably, because of a protected characteristic, than they treat, or would treat other people.

Indirect discrimination occurs when a “provision criterion or practice” (PCP) is applied generally but has the effect of putting people with a protected characteristic at a disadvantage when compared to people without that characteristic. It is a defence to a claim of indirect discrimination if it can be shown that the PCP is a “proportionate means of achieving a legitimate aim and that it could not reasonably be achieved in a different way which did not discriminate. In the context of schools, examples of legitimate aims might be: - maintaining academic or other standards or ensuring the health, welfare and safety of pupils.

Discrimination can include **associative discrimination** (when a person is treated less favourably because of their association with someone who has a protected characteristic) and **perception discrimination** (when a person is treated less favourably because it is believed they have a protected characteristic even if that is a mistaken belief).

Harassment has a specific legal definition in the Act based on the definition from the European Convention on Human Rights. It is “unwanted conduct, related to a relevant protected characteristic, which has the purpose or effect of violating a person’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person”. This covers unpleasant and bullying behaviour, and potentially extends also to actions which, whether intentionally or unintentionally, cause offence to a person because of a protected characteristic.

Victimisation occurs when a person is treated badly or treated less favourably than they otherwise would have been because they have done “a protected act” or because Alma Park believes that a person has done or is going to do a protected act. A protected act might involve, for example; making an allegation of discrimination or bringing a case under the Act, or supporting another person’s complaint by giving evidence or information or doing anything else under or in connection with the Act.

(c) Additional provisions relating to disability

With regard to disability, there are two further types of unlawful behaviour, these are:

- Discrimination arising from a disability
-



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- A failure to comply with the duty to make reasonable adjustments.

Discrimination arising from a disability is when a disabled person is discriminated against because of something that is a consequence of their disability. This is unlawful unless the discrimination can be justified.

Duty to make reasonable adjustments now extends to **a duty to provide auxiliary services and aids**. The duty to make reasonable adjustments means that where something a school does places a disabled pupil or member of staff at a disadvantage compared to other pupils or members of staff, Alma Park must take reasonable steps to try and avoid that disadvantage. Auxiliary aids or services are things or persons which help. Whether a school should provide an auxiliary or service is a question of reasonableness in all the circumstances of the case.

The overriding principle of the equality legislation is one of equal treatment but schools may, and often must, treat disabled pupils and disabled members of staff more favourably than non-disabled pupils or non-disabled members of staff by making reasonable adjustments to put them on a more level footing with pupils and members of staff without disabilities.

Schools must also carry out **accessibility planning** for disabled pupils and members of staff under the Act. With regards to pupils, schools must implement accessibility plans which are aimed at increasing the extent to which disabled pupils can participate in the curriculum; improving the physical environment of school to enable disabled pupils to take better advantage of education, benefits, facilities and services provided; and improving the availability of accessible information to disabled pupils. With regard to staff, schools are under a duty to consider alterations to physical features of Alma Park where it is reasonable to avoid disadvantage caused by disability.

(d) Positive action and positive discrimination

New provisions in the Act allow schools to take positive action in relation to pupils and members of staff with certain protected characteristics who may be disadvantaged for social or economic reasons to do with past or present discrimination. Any such action must be a proportionate way of achieving a legitimate aim.

Positive action is **not** the same as positive discrimination. Positive discrimination is always unlawful except in the case of disability.

(e) Exceptions and exclusions

There are some exceptions in the Act which apply to all schools and some which apply specifically to schools with a religious character (faith schools) and to single sex schools.

The daily act of collective worship is an exemption which applies to all schools in relation to the Act's religion or belief provisions. Schools are permitted to have acts of worship or other forms of collective religious observance and will not be acting unlawfully if an equivalent act of worship is not provided for other faiths. Schools are permitted to celebrate religious festivals.



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The content of Alma Park curriculum is excluded from the Act but the way, in which schools provide education, i.e. the delivery of the curriculum is not. Schools must ensure that the curriculum is not delivered in a discriminatory way and that it is delivered in accordance with the public sector equality duty. Schools should provide a broad and balanced curriculum for all pupils and should ensure that all pupils have equal access to all areas of the curriculum. When a school's Curriculum Policy is reviewed, due regard must be given to equality considerations.

The Act does not deal specifically with school uniform or other aspects of appearance such as hair, jewelry and make up. The school's Governing Body determines uniform policy and the rules relating to appearance but must have due regard to equality law and to obligations under the Human Rights Act 1998 when making decisions in this regard. Governing Bodies should be sensitive to the needs of different groups and should act reasonably in endeavoring to accommodate those needs without compromising other school policies and requirements including requirements relating to health, safety and discipline.

(e) The Public Sector Equality Duty and supporting specific duties

The Act also introduced a single **Public Sector Equality Duty** (sometimes also referred to as the '**general duty**'). The general duty applies to public bodies, including all schools and academies. The general duty is supplemented by separate **specific equality duties** which require schools to publish information to show how they are complying with their general duty and to prepare and publish equality objectives.

The general duty applies to all protected characteristics and requires schools, when carrying out their functions, to have **due regard** to the need to:

- eliminate discrimination, harassment and victimisation and any other conduct prohibited by the Act
- advance equality of opportunity between those who share a relevant protected characteristic and those who do not share it
- foster good relations across all characteristic

Having due regard means that the Governing Body and the school's leadership team must ensure that whenever significant decisions are being made or policies developed, thought will be given to equality considerations. Equality will not just be an afterthought and will never be just a matter of ticking boxes. Decisions and actions will be made with an open mind and an assessment will always be made as to whether a particular decision or action may have implications for people with particular protected characteristics.

The Equality Act 2010 (Specific Duties) Regulations 2011 introduced new **specific equality duties** to help public authorities meet their obligations under the general duty. These specific duties apply to all schools. In order to comply with their specific duties, schools are required to:-

- publish information to demonstrate how they are complying with their general duty;
- prepare and publish equality objectives.

Schools are required to update published information at least annually and to publish objectives at least once every four years. The school's current equality objectives can be found in Appendix C.



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Appendix B - How Alma Park is complying with its general duty

1. What Alma Park is doing to eliminate discrimination, harassment and victimisation and any other conduct prohibited by the Equality Act 2010.

Harassment on account of race, age, gender, disability, sizeism, faith/religion/belief or sexual orientation is unacceptable and is not tolerated within Alma Park environment. All staff are expected to deal with any discriminatory incidents that may occur. They are expected to know how to identify and challenge prejudice and stereotyping; and to support the full range of diverse needs according to a pupil's individual circumstances.

Some of the ways we eliminate discrimination, victimisation and harassment:

- Ensure accurate recording and response to any incidences that breach the equality codes
- Admissions arrangements that are fair and transparent, and do not discriminate on race, gender, disability or socio-economic factor
- Pursue our Anti-Bullying accreditation mark
- Monitor frequently the progress of groups of pupils to highlight variances and ensure that timely action is always taken e.g. termly pupil progress meetings
- Make reasonable adjustments to the school environment and make activities as accessible and welcoming as possible for pupils, staff and visitors to the school
- By planning ahead, Alma Park will ensure where reasonably possible that all pupils are able to take part in all the activities in school including extra-curricular activities and any residential visits. Alma Park will monitor uptake to ensure no one is disadvantaged on the grounds of a protected characteristic.

1. What Alma Park is doing to advance equality of opportunity between those who share a relevant protected characteristic and those who do not share it?

Alma Park seeks to foster a caring, welcoming, safe and happy environment. At Alma Park we encourage children to value themselves and respect others. We appreciate the richness and diversity of our community, challenging discrimination and promoting understanding. We recognise that there are similarities and differences between individuals and groups but we will strive to ensure that our differences do not become barriers to participation, access and learning and to create inclusive processes and practices, where the varying needs of individuals and groups are identified and met. We want all children to achieve their full potential and become effective learners.

Some of the ways we promote equality of opportunity

- Collect and analyse data in order to inform planning and identify targets to achieve improvements
- Work in partnership with parents and carers, to identify children who have a disability through admissions meetings
- Collect data and monitors the progress and achievement of groups of learners by the relevant and appropriate protected characteristics and taking into account the groups of learners identified in the 2015 Ofsted Common Inspection Framework. This information will help Alma Park ensure that pupils are achieving their potential, Alma Park is being inclusive in practice and that trends are identified which will help to inform the setting of the school's equality objectives



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- Publish attainment data which shows how pupils with different characteristics are performing in helping to identify whether there are any areas of inequality which need to be addressed, ASP will be used as this contains much detailed analysis by relevant characteristics
- Take action to close any gaps in progress or achievement for example, for those making slow progress in acquiring age appropriate literacy and number skills
- Collect, analyse and use data in relation to attendance and exclusions of different groups. This information can be found on the school's website
- Employ a bilingual support staff to offer support to children in their classrooms to help them overcome any educational disadvantages they may face because of English difficulties or difficulties stemming from cultural differences
- Promote gender equality through the use of the I-Matter Scheme of work. This scheme has been adopted across Alma Park from year 1 to 6 and actively challenges gender stereotyping with sessions on the roles of men and women
- Promote equality of opportunity by holding regularly SEN surgeries for staff to discuss how best to support the additional needs of children in their class
- Assess all dual language speakers in Alma Park using the Northern Association of Support Services for Equality and Achievement (Nassea) steps to target support for EAL pupils across school
- Weekly pastoral team meetings and daily Senior Leadership Team Huddle to ensure focus on specific vulnerable pupil's needs
- PTA and School Health work collaboratively to engage parents in accessing health information workshops
- Increased uptake at breakfast club (in non Covid times) by direct promotion of the club to targeted families, offering free introductory breakfast, renewing display boards to ensure an attractive and inviting environment
- Disabled access, disabled parking bays, a disabled toilet and a hearing loop available

2. What Alma Park is doing to foster good relations across all protected characteristics?

We will build on our similarities and seek enrichment from our differences and so promote understanding and learning between and towards others to create cohesive communities. At Alma Park, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

Some of the ways we foster good relations at Alma Park:

- Build community cohesion by encouraging and promoting the participation and involvement of a broad and diverse range of children and their families
- Prepare children for life in a diverse society and ensure that there are activities across the curriculum that promote the spiritual, moral, social and cultural development of children
- Teach about difference and diversity and the impact of stereotyping, prejudice and discrimination through PSHE and citizenship and across the curriculum
- Ensure materials and resources that reflect the diversity of Alma Park population and local community in terms of race, gender, sexual identity and disability, avoiding stereotyping
- Promote a whole-school ethos and values which challenge prejudice-based discriminatory language, attitudes and behaviour
- Provide opportunities for children to appreciate and celebrate diversity



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- Raise stakeholder involvement by inviting representatives from Alma Park community to join our working parties in relation to Alma Park improvement plan e.g. Anti-Bullying Steering group
- Offer British Sign Language classes for parents/carers of deaf children
- Promoting culture and home languages through assemblies, choice of resources, visual displays and events (Sign to Sing, European Day of Languages assembly)
- Forest School initiative whole school – with community events to team build and celebrate the opportunities Alma Park grounds offer to children and their families
- Analyse responses from staff surveys, staff meetings and training events review feedback and responses from the children and groups of children, from Alma Park council, PSHE lessons, and whole school surveys on children's attitudes to self and school

Appendix C - The school's current Equality Objectives

The school's current Equality Objectives are:-

1. To ensure that our provision and curriculum provides opportunities to promote British Values (especially tolerance of other faiths)
2. To achieve the Silver Anti Bullying Quality Mark which focusses on ensuring a positive, progressive, inclusive ethos where everyone in the school community knows that bullying is not accepted or tolerated; and where children come to school without the fear of being bullied.

How Alma Park has developed its objectives:-

The school's current equality objectives represent the school's priorities and are the outcome of a careful review and analysis of data and other information. They also take into account national and local priorities and issues. In particular:-

- The objectives are based on consultation conducted with staff, children, governors and parents and carers and evidence collected and published
- The objectives are specific and measurable – they meet the school's needs and are achievable
- The objectives are integrated into Alma Park improvement plan
- Alma Park will publish its objectives on the school's website
- Alma Park will report annually to the Governing Body on progress towards achieving the objectives
- Evidence will be published on Alma Park website of the steps being taken and the progress towards meeting these objectives
- Evidence of steps taken and progress made towards meeting past objectives will also be published
- The objectives will be reviewed annually and will be updated at least every four years