

Single Equality Scheme



1. Introduction

This policy outlines our commitment to integrate equality and diversity into all that we do, and incorporates the statutory duties that we must meet as a school, an employer and a service provider.

We believe that this Scheme will help us to meet our legislative responsibilities in relation to equality and diversity, and we will strive to make improvements where these are identified

2. Legal frameworks

The Equality Act 2010

This consolidates existing law into a single legal framework. It updates, simplifies and strengthens the previous legislation and provides a modern, accessible framework of discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

The Equality Duty

As part of the Equality Act 2010, a new general public sector equality duty came into force in April 2011. This duty states that public bodies, (which include schools), must have due regard for the need to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity between different groups;
- Foster good relations between different groups.

The equality duty replaces the race, disability and gender equality duties and covers age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation.

2(i) Who is protected under the Act

Schools have obligations under the Act as:

- employers;
- bodies which carry out public functions, and service providers.

2(ii) Grangetown Primary School makes provision for the following groups of people:

- Employees
- Prospective pupils (in relation to admissions arrangements, for those schools who are the admitting authority)
- Pupils at the school (including those absent or temporarily excluded)

- Former pupils (if there is a continuing relationship based on them having been a pupil at the school)
- Families and groups who might use the school for community use.

2(iii) Protected characteristics

The Act makes it unlawful to discriminate against people on the basis of 'protected characteristics' (the category of age, which is covered as part of the equality duty does not apply to education and service provision in schools). The relevant characteristics are:

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

2(iv) Unlawful discrimination is defined in the Act as:

- Direct discrimination (including discrimination based on perception or association)
- Indirect discrimination
- Discrimination arising from disability
- Failure to make reasonable adjustments (for disabled people).

The Equality Act 2010 also protects people from harassment, in relation to disability, race and sex, and victimisation.

2(v) A protected act is:

- Making a claim or complaint of discrimination under the Act.
- Helping someone else make a claim by giving evidence or information making an allegation that the school or someone else has breached the Act doing anything else in connection with the Act.
- Pupils must not be victimised because their parent, sibling or friend has carried out a protected act.
- Schools must also not victimise parents who make complaints.

2(vi) Positive action

The Act contains provisions which enable schools to take 'positive action', i.e. provide additional benefits to pupils with protected characteristics, to address any disadvantage they may face.

Positive action is not the same as positive discrimination, which would be providing preferential treatment for a particular disadvantaged pupil/group of pupils, which exceeds the positive action conditions.

It is never unlawful to treat disabled pupils (or applicants) more favourably than non-disabled pupils (or applicants). That is, a school is permitted to positively discriminate in favour of disabled pupils (applicants).

3. Aims

At Grangetown Primary School we believe that it is very important for us all to work together in achieving our aim of being fully inclusive and accessible and provide a quality, lifelong learning experience for all our children and young people. All people who are part of our school community should feel comfortable and safe, and the needs of that community being understood and provided for. We will:

- Ensure that all members of the school community feel happy, safe and secure
- Ensure that equality of access exists for everyone
- Promote equality of opportunity regardless of age, race, disability, gender, religion and belief, sexual orientation, gender re-assignment, marital status, pregnancy and maternity and working hours.
- Develop the self-esteem and self-respect of all members of the school community
- Ensure that the educational provision is relevant to our diverse society
- Ensure that the curriculum actively promotes equality of opportunity
- Actively challenge all forms of harassment, prejudice and stereotyping.
- Actively engage the support and commitment of the whole school community in achieving these aims.
- SEN (also see separate policy)
- Pupils with special educational needs will:
 - Have complete access to the all facilities and resources within school.
 - Receive the support they need to meet their full potential
 - Be integrated and educated alongside other pupils
 - Have access to the same broad and relevant curriculum
 - Be involved in decisions being made about their care and education

4. Gender

All pupils will:

- Have access to the same broad and relevant curriculum , including extra- curricular activities
- Be supported fully in achieving their potential
- Be expected to adhere to the same behaviour expectations
- Be expected to work together in a constructive and positive manner
- Be expected to use appropriate language and not use terms which are offensive to another individual.

5. Racial diversity

- The curriculum will reflect the ethnic and cultural and religious diversity of the society locally, regionally and nationally.
- Pupils will have the opportunity to study issues regarding tolerance and the cultures and beliefs of others.
- Resources will portray members of cultural and ethnic groups in a positive and non-stereotypical way.
- Home Languages will be valued and promoted.
- All pupils will be able to dress and worship in ways which do not conflict with their cultural and religious conventions.
- The dietary needs of all pupils will be met.

6. Religion and belief

- Religious Education will be used to value and celebrate diversity.
- Collective Acts of worship will be inclusive.
- All pupils will be given opportunities to meet their religious needs, especially at the time of important festivals.
- The dietary needs of pupils will be met.

7. Age, Sexuality (including gender re-alignment), marital status, pregnancy and maternity

- All members of the school community will be welcomed and valued.
- All pupils will be expected to make use of the resources and facilities in school.

- Opportunities will be provided, where appropriate, for pupils to learn about and discuss matters relating to gender reassignment, civil partnership and marriage, pregnancy and maternity.
- Resources will reflect the diversity of families within Britain
- Offensive language will not be tolerated.
- Appropriate use will be made of support services where necessary.

8. Recruitment and Selection

- The staff involved in the recruitment and selection process have attended relevant training provided by SSCB.
- Job descriptions are in line with current legislation.
- We adopt a consistent, non- discriminatory approach to the advertising of vacancies.
- All applicants will be considered solely on their ability to do the job.
- Promotion and advancement will be made on merit.
- Selection decisions will not be influenced by any perceived prejudices of other staff.

9. Reporting a hate incident or crime

- The ARCH Partnership Sunderland is a monitoring tool for reporting hate incidents and hate crimes. It is partnership between a wide variety of services with the aim to increase the reporting of incidents (tell someone, get support, good practice). Referrals to other agencies can be made through this system.
- It is a web based system for the recording of hate incidents in Sunderland.
- It is co-ordinated by the People and Neighbourhoods Team, and is part of the Tyne & Wear network, with all 5 local authorities using this system. More information is available through www.sunderland-arch.org.uk
- A hate incident is when a person is harassed because of their skin colour, gender, identity, race, ethnic background, nationality, religion, sexual orientation or disability.
- In school the designated/deputy designated persons (Lesley Cole, Hayley Dolan Les McAnaney) will use the ARCH system and log any incidents as reported.
- Incidents may be logged to maintain anonymity or with victims/perpetrator named (if parental consent given).
- School can then monitor the incidents and carry out any necessary actions.

Les McAnaney, HT.

November 2011	Policy formulated in consultation with staff and governors	✓
November 2012	Policy reviewed in consultation with staff and governors	✓
November 2013	Policy reviewed in consultation with staff and governors	✓
November 2014	Policy reviewed in consultation with staff and governors	✓
November 2015	Policy reviewed in consultation with staff and governors	