

Willow Grove Primary School



Equality Scheme

Adopted by the Governing Body on: 19th June 2007



Willow Grove Primary School

Equality Scheme

Introduction

At Willow Grove we respect the rights of all people and treat all members of our community equally.

We believe in educating pupils about equality and having high expectations regarding respect and equality for all.

We will comply with all legislation and implement school plans in relation to race equality, disability equality and gender equality.

Responsibilities

The Governors are responsible for:

- Ensuring that the school complies with the relevant legislation
- Ensuring that the Equality Scheme and its procedures are followed

The Headteacher is responsible for:

- Ensuring that the school Equality Scheme and its procedures are followed
- Ensuring that the race, disability and gender equality plans are readily available and that all parties know about them
- Producing regular information for staff and governors about the plans and how they are working
- Ensuring that all staff know their responsibilities and receive training and support to carry them out
- Taking appropriate action in cases of harassment or bullying related to race, gender or disability

All staff are responsible for:

- Dealing with racist, homophobic and other hate-incidents
- Being able to recognise and tackle bias and stereotyping
- Promoting equal opportunities and good race relations
- Avoiding discrimination against anyone
- Keeping up to date with the law on discrimination
- Taking up training and learning opportunities
- Dealing with reports of hate-incidents

Visitors and contractors are responsible for:

- Knowing and following our Equality Scheme



Willow Grove Primary School

Equality Policy

<p><i>Philosophy</i> <i>We believe that:</i></p>	<p><i>Principles</i> <i>Therefore we intend to:</i></p>	<p><i>Procedures</i> <i>This will be achieved by:</i></p>	<p><i>Performance</i> <i>We will evaluate by:</i></p>
<p>As a Governing Body we should be committed to the development of Equality for all members of the school community</p> <p>It is the responsibility of the governors and the SLT to identify Equality development needs</p> <p>All members of the community should have access to training and information promoting awareness of Equality and giving equality of opportunity</p> <p>There are differences amongst people and that this should be accepted and that all members of the school community have a right to be valued for who they are</p>	<ul style="list-style-type: none"> • Develop an ethos which respects all members of the community regardless of gender, creed, colour, sexual orientation, disability or other minority belief. • Challenge stereotypes which conflict with the schools Equality policy • Identify and address gaps in access to Equality • Identify training needs • Make transparent the way in which training needs are identified and resources allocated • Make available information and resources • Set up processes to resolve conflict • Ensure access for all members of the community to academic and social experiences • Ensure that the pastoral system reflects the Equality philosophy 	<ul style="list-style-type: none"> • Making available information and education, which promotes awareness and appreciation of other cultures and life styles via RE, PSHE and assemblies • Logging and dealing with occurrences of racial harassment or any other form of discrimination in line with LA guidance • Implementing school policy in relation to bullying and violence • Ensuring that parents and visiting staff are aware of the school's commitment to Equality • Implementing the School policy on Professional Development and Performance Management • Ensuring that staff have access to all policies and legislation relating to all aspects of Equality • Identifying key members of staff to lead and monitor professional development • Providing positive role models for all members of the community • Ensuring that all members of the community know and understand the processes to deal with disputes • Providing experiences which give all pupils Equality to achieve their academic, social and emotional potential • Providing curriculum materials and access combined with high expectations which offer opportunities for all pupils to achieve potential and explore their creativity • Complying with relevant legislation • Identifying and updating resources • Ensuring that resources seek to break down barriers and challenge intolerance 	<ul style="list-style-type: none"> • Reviewing the content of the curriculum • Reviewing and monitoring incidents which contravene the Equality Scheme • Monitoring professional development and assessing the impact on individuals • Keeping curriculum, social, emotional and behavioural records and monitoring success • Monitoring the quality and availability of training • Monitoring resources



Willow Grove Primary School

Race Equality Plan

Introduction

This plan sets out how Willow Grove will work to promote Race Equality.

The plan addresses our specific duties under the Race Relations (Amendment) Act 2000. It forms part of our general Equality Scheme and also relates to the Wigan Council procedure for reporting racist incidents in school.

Ethnic Monitoring

Monitoring of ethnicity is undertaken in September each year and records updated as new children and families enter the school. Currently there are no pupils from any ethnic minority group.

Impact Assessment

The following policies have been assessed in regard to the general duty under the Race Relations (Amendment) Act 2000.

- Racial Equality Policy
- Equal Opportunity Policy

The outcomes of this were:

- The Racial Equality Policy was still relevant and did not require changes
- The Equal Opportunity Policy required amendment and became the Equality policy

Action Plan to address the General Duty to promote race equality

	Actions	By	Start	End	Evidence
1. Promote equality of opportunity	Set academic and social targets for pupils Monitor pupils and compare with other groups	NT	2007	2010	Records of attainment
2. Eliminate unlawful discrimination	Ensure that all legislation, particularly employment is complied with	VP	2007	2010	Job applications
3. Eliminate racial harassment	Act immediately on all reports of harassment and use procedures to deal with them	VP All staff	2007	2010	Racial abuse file
4. Promote good relations between different ethnic groups	Identify local groups with whom to form links	VP	2008	2010	Record of visits and joint activities

Monitoring

Incidents will be reported and logged in the prescribed manner. These will be reported to Governors termly.

Information gathered will be used to inform best practice and developments within school.

Staff Development

All staff will be given access to training as part of their personal and professional development.

All new legislation /information will be brought to the attention of staff via briefings and staff meetings.

Review

The next plan in 2010 will build upon this plan's actions, the result of monitoring and other information.

Signed:

(Chair of Governors)

Date:



Willow Grove Primary School

Disability Equality Plan

Introduction

This plan sets out how Willow Grove will work to promote disability equality .

A person is disabled if he / she has a physical or mental impairment that has substantive and long-term adverse effect on his / her ability to carry out normal day to day activities.

The plan addresses our specific duties under the Disability Discrimination Act 2005. It forms part of our general Equality Scheme and also relates to our Accessibility Plan

Involvement of disabled people

The Senior Leadership Team wrote the scheme and involved disabled people in its formulation by conducting individual interviews.

The outcomes of this were:

- Some doors are not wide enough for wheel chairs
- Fire exit signs are not all illuminated

Impact Assessment

The following policies have been assessed in regard to the general duty under the Disability Discrimination Act:

- Equal Opportunity Policy

The outcomes of this were:

- The Equal Opportunity Policy required amendment and became the Equality policy

Action Plan to address the General Duty to promote disability equality

	Actions	By	Start	End	Evidence
Promote equality between disabled and other people	See Accessibility Plan	VP	2007	2010	Monitoring of plan
Eliminate unlawful discrimination	Respond to all reports of incidents and treat according to Council practices	VP	2007	2010	Monitor log
Eliminate harassment related to disability	Respond to all reports of incidents and treat according to Council practices	VP	2007	2010	Monitor log
Promote positive attitudes towards disability	Take part in Special School Sports Day	VP	2007	2010	Photographs
Encourage participation by disabled people	Take part in Special School Sports Day	VP	2007	2010	Photographs
Take steps to take account of disabled people's attitudes	Parent questionnaire Interviews with visitors	VP	2007	2010	Results of questionnaires

Monitoring

Incidents will be reported and logged in the prescribed manner. These will be reported to Governors termly.

Information gathered will be used to inform best practice and developments within school.

Staff Development

All staff will be given access to training as part of their personal and professional development.

All new legislation /information will be brought to the attention of staff via briefings and staff meetings.

Review

The next plan in 2010 will build upon this plan's actions, the result of monitoring and other information.

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Willow Grove Primary School

Gender Equality Plan

Introduction

This plan sets out how Willow Grove will work to promote gender equality. The plan addresses our specific duties under the Equality Act 2006. It forms part of our general Equality Scheme.

Impact Assessment

The following policies have been assessed in regard to the general duty under the Gender Equality Act 2006:

- Equal Opportunity Policy
- Continuing Professional Development Policy

The outcomes of this were:

- The Equal Opportunity Policy required amendment and became the Equality policy
- The Policy was sound

Action Plan to address the General Duty to promote gender equality

	Actions	By	Start	End	Evidence
Eliminate unlawful sex discrimination	Comply with Council Policies	VP	2007	2010	Recording of events
Eliminate harassment related to gender	Record all incidents and respond to them in an appropriate manner	VP	2007	2010	Record of incidents
Promote equality of opportunity between men and women	Ensure that job applications follow Council procedures Give all staff equal rights to CPD	VP	2007	2010	Record of job applications and appointments
Challenge stereotypes	Work with pupils to challenge stereotypes in PSHE	All staff	2007	2010	Photographs and work
	Give all pupils access to all sports and opportunities	All staff	2007	2010	Photographs
	Provide adequate opportunity for the limited number of girls	All staff	2007	2010	Record of choices and mainstream experience

Monitoring

Incidents will be reported and logged in the prescribed manner. These will be reported to Governors termly.

Information gathered will be used to inform best practice and developments within school.

Staff Development

All staff will be given access to training as part of their personal and professional development. All new legislation /information will be brought to the attention of staff via briefings and staff meetings.

Review

The next plan in 2010 will build upon this plan's actions, the result of monitoring and other information.

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(Chair of Governors)

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