

EQUALITY DUTIES FOR SCHOOLS 2020 - 2023

The Equality Act 2010 replaces all of the previous anti-discrimination acts and regulations which went before it and brings all of the requirements together in one place.

Under this Act schools have two duties

Schools have a general duty to

- a) **eliminate** discrimination, harassment and victimisation on the basis of any of the protected characteristics
- b) **advance** equality of opportunity between people who share a relevant protected characteristic and persons who do not share it
- c) **foster good relations** between people who share a relevant protected characteristic and persons who do not share it.

They also have a specific duty

- to **publish information** which shows how they are meeting their general duty (outlined above). This must be updated annually
- to **prepare and publish** one or more specific and measurable objectives in pursuit of the duties above (to be reviewed every four years)

The following are protected characteristics

- Age
- Disability
- Ethnicity and race
- Gender
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Religion and belief
- Sexual identity and orientation

Mayflower Federation Statement on Equality

Mayflower Federation is committed to equality both as an employer and a service-provider. We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age, any disability they may have, their ethnicity, colour or national origin, their gender, their gender identity or reassignment, their marital or civil partnership status, being pregnant or having recently had a baby, their religion or beliefs, their sexual identity and orientation.

We are committed to

- Ensuring that everyone is treated fairly and with respect.
- Making our school a safe, secure and stimulating place for everyone.
- Consulting and involving people from different groups in our decisions, for example, through talking to pupils and parents/carers and through our School Council.
- Recognising that people have different needs and that promoting equality will involve addressing those needs rather than treating everyone the same.

We welcome the emphasis in the Ofsted inspection framework on the requirement for leaders to promote equality of opportunity and diversity, resulting in a positive school culture, working together to prevent discriminatory behaviour.

We welcome our duty under the Equality Act 2010 which requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct 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 between people who share a protected characteristic and people who do not share it.

This statement meets our specific duty to publish information every year which sets out how we are doing this.

Please also see our Accessibility Plan.

Part 1: How we are meeting our equality duty to advancing equality, eliminate discrimination and foster good relationships

The information and data provided shows that we give careful consideration to advancing equality in everything that we do and the steps we are taking to eliminate discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010

Training

- All staff have been trained and inducted into the Educate and Celebrate Best Practice Programme (Academic year 2016 -17) and this has now been adopted as a whole school ethos. The school has been awarded the Silver award for this work.
- Safeguarding including internet safety (annually)

Record keeping and monitoring

- We keep an accurate record, when possible and appropriate, of the protected characteristics of our pupils and employees.
- We keep a record of prejudice related incidents and bullying.
- We keep a record of exclusions pertaining to the above

Policies which particularly contribute to the promotion of equality

- School Behaviour Policy
- Anti-bullying and harassment (this includes cyber-bullying and prejudice based bullying)
- Special Educational Needs Information Statement and school offer
- Complaints Procedure - sets out how we deal with complaints relating to our school.
- Staff discipline and grievance
- ICT & E-safety Policy
- Teaching and Learning Policy
- Relationship and Sex Education Policy
- PHSE and Wellbeing Policy
- Accessibility Plan

Curriculum

- Contains highly positive and memorable experiences and rich opportunities that contribute to pupils' spiritual, moral, social and cultural development. For example, pupils take part in the carol singing for the elderly, children visit museums and galleries to support their curriculum learning e.g. the Natural History Museum. Children are involved in school productions at Christmas and across the year and there is a school concert for children learning to play musical instruments including a termly Rock Steady concert.
- Includes a broad range of areas of study within Citizenship, PSHE and Well Being Education, to eliminate discrimination, harassment and victimisation. For example, working on the Educate and Celebrate programme across the school, weekly assemblies with PSHE themes and a focus on attendance, regular circle time sessions in class.
- Uses culturally diverse and rich texts in class teaching including LGBT+ friendly texts that celebrate difference in all forms. For example, 'Tango Makes 3.'
- Encourages children to think about the world in which they live and to broaden their understanding of others' beliefs, cultures and faiths. For example, celebrating different faiths through focus RE days in class, assemblies which celebrate religious festivals and significant events in different faiths.
- Promotes British Values of democracy, rule of law, individual liberty, mutual respect and tolerance of those of different faiths and beliefs. This is evidenced by the school's ethos, circle time, events such as democracy day, assemblies on significant events in the news, philosophy sessions, behaviour expectations and the monitoring of behaviour.
- Makes use of historical role models which challenge stereotypes built into their curriculum topics. For example, learning about Mae C. Jemison and the Roman emperor Septimus Severus
- Includes special events including Diversity Day, Anti bullying week and the annual multi-cultural food fair.
- The tackling of homophobic bullying through the use of drama. Year 6 Homophobic bullying theatre workshops aimed at highlighting this as an undiscussed yet challenging issue.

Engagement/consultation

- We have a vibrant School Council which represents the profile of our school population and ensures that pupils have a direct voice to discuss matters that relate to their concerns and overall well-being. School council meets weekly and works on whole school improvement priorities as well as sharing ideas and thoughts in all areas of school improvement.
- We have a successful strategy for engaging with our parents and carers, including those who might traditionally find working with the school difficult. This is evidenced through an actively engaged governing body who are working on developing their voice within the

school, contributing ideas towards school improvement and raising money for charity and school funds; use of parental surveys to improve our practice and communication with parents, meet the teacher meetings at the beginning of the year followed by termly meetings with parents to discuss children's attainment, progress and targets; events such as 'World food day' and 'Winter fair' to bring the school community together; termly class assemblies and end of year celebration assemblies to communicate learning events and successes with parents.

Disability

We are committed to working for the equality of people with disabilities

Please see Accessibility Plan, SEN Information statement and policy for supporting children with medical needs.

What are we doing to eliminate discrimination, promote equality of opportunity and foster good relationships

- We support learners with disabilities by meeting their individual needs, through meeting with parents and carers with specialists to draw up individual support plans. These needs are then cascaded to all staff who come into contact with the child to ensure their needs are fully met.
- Weekly staff training includes a focus on inclusion needs. For example, dyslexia training for TAs, Epipen training for all staff, First aid training for TAs, Focused intervention training (Mitre) for teachers and TAs.
- Expectation that teachers plan for all pupils considering the learning needs of all children including those with social emotional needs as well as academic.
- Intervention provision includes play therapy, lego therapy, speech and language therapy as well as targeted support for individuals with learning and emotional needs.
- Children with disabilities are supported and enabled to take part in all school events, trips and sports days.
- We use assemblies and curriculum resources to provide positive images and perceptions of people with disabilities e.g. Paralympians, Educate and Celebrate focus.
- In planning any maintenance and refurbishment we consider 'general' adjustments which may be needed for pupils with disabilities 'generally'. Examples are developing the provision for changing facilities, considering access to the school building and classrooms for pupils and visitors

Ethnicity and Race (Including EAL learners)

We are committed to working for the equality of people from different ethnic and racial backgrounds

What we are doing to eliminate discrimination, promote equality of opportunity and foster good relationships

- Gaps in achievement for children by ethnic breakdown are identified and steps are taken to address this. Pupil progress meetings are used to discuss any areas of concern.
- Special events such as International day, multicultural food festival, termly class assemblies and school Christmas and end of year productions and sports days which help to promote community cohesion and pupil's understanding of different cultures and ethnic backgrounds.
- Curriculum visits in the local community and central London. For example, children visiting the Science Museum, a walk around the local area, a park visit.
- Learning environment expectations ensure the representation of cultures and languages that reflect the ethnicities across our schools.

- The use of high quality, rich and diverse texts as a stimulus for learning and bring a wide range of ethnicities into the curriculum and classroom.
- The teaching and sharing of a wide range of culturally rich and wide ranging world music during music lessons and singing assemblies including songs from all corners of the globe.

Gender

We are committed to championing the equal rights of all pupils, regardless of gender.

What are we doing to eliminate discrimination, promote equality of opportunity and foster good relationships

- Steps taken to address barriers to the participation of boys and girls in activities. Staff actively encourage children to challenge gender stereotypes.
- We have ensured the curriculum interests both boys and girls. The Early Years (EYFS) curriculum is based on exploring the interests and preferences of all children. Topics are selected to motivate and interest. For example, year 1 work on 'Amazing Africa', year 5 work on 'Space'.
- There is an expectation that scientists, leaders discussed represent both genders.
- Through assemblies and 'Educate and Celebrate' provision, we have looked at positive, non-stereotypical images of men and women, girls and boys. Learning environment displays reflect both genders.
- Involvement of children in Years 3 and 4 in the 'I can be..' project, which challenges gender stereotypes and raises aspirations.

Religion and Belief

At Mayflower Federation we are committed to working for equality for people based on their religion, belief and non-belief. We respect the religious beliefs and practice of all staff, pupils and parents and we comply with reasonable requests relating to religious observance and practice.

What are we doing to eliminate discrimination, promote equality of opportunity and foster good relationships

- The PSHE curriculum supports pupils to build their sense of identity and belonging, which help them flourish within their communities as citizens in a diverse society.
- We promote inclusion for all our faith groups in all parts of the curriculum.
- We have had special assemblies, displays, talks and sharing of experiences and customs around significant festivals.
- School trips take place to a wide range of religious buildings and all children are actively encouraged to take part regardless of religious belief.
- Children all participate in RE lessons which teach children to respect and value the religion of others and to foster good relations between religious groups. Added to this the

festivals and celebrations of a wide range of religions are marked in assembly and children are all encouraged to share their experiences with each other.

Sexual Identity and Orientation

We are committed to advancing the equality of people whatever their sexual identity or orientation and promoting good relationships among them.

What are we doing to eliminate discrimination, promote equality of opportunity and foster good relationships

- Use of teaching and learning curriculum resources to provide positive examples as well as images of differing
 - family set-ups eg same sex parents
 - sexual orientation
 - gender identity
- The curriculum supports all pupils to understand, respect and value differences in sexual orientation, gender identity and non traditional family structures and challenges stereotypes and discrimination.
- The curriculum supports all pupils to understand, respect and value difference and diversity and ensure that the curriculum challenges racism and stereotypes. There has been an increased focus on texts that challenge stereotypes. All sectors of the school community are encouraged to come together in their classes and as a whole school to celebrate the differences that we have and to mark these as our collective strength.
- Assemblies and circle times have been used to work on eliminating homophobic, bi-phobic and transphobic bullying/harassment/name calling on the basis of sexual identity and orientation. Year 6 drama workshops tackling homophobia have also been held.
- The presence of a non gender specific uniform policy.
- Arrangements are in place to support pupils with gender identity issues including the availability of gender neutral toilet and changing facilities and the use of the preferred pronoun for any pupil.
- Arrangements in place to support pupils undertaking gender re-assignment including the use of the preferred pronoun of any pupil and the flexibility to dress as the preferred gender through our non gender specific uniform policy.

Additional measures to eliminate discrimination, promote equality of opportunity and foster good relationships

- All elements of our curriculum are open to all children including peripatetic music sessions and school trips regardless of economic circumstances. Financial support is available if this is needed to ensure equality of opportunity for all families.
- Where there are concerns from parents regarding the teaching of any particular protected characteristic, we seek to work with parents to support them in understanding the need

for us to teach children the values of acceptance and celebration of difference in all areas of our community.

Part 2: Our equality objectives

The Equality Act 2010 requires us to publish specific, achievable and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Equality objective 1:

- Continue to implement strategies across the curriculum to close the attainment gap between so every child is able to reach their potential regardless of pupil background in reading, writing and maths.

Success criteria

The gap between the attainment of disadvantaged children, including those with SEN (support), and the rest of the school cohort will narrow and the results will be at least in line with those nationally.

Time frame

Three years with a year on year improvement across the whole school.

Key actions to meet this objective

- Continued quality first teaching for all pupils
- Ensuring that targeted interventions meet the needs of disadvantaged and SEN (support) pupils to ensure that they are meeting their targets and closing the gaps in knowledge.
- Detailed provision mapping to meet the needs key pupils
- Regular review of provision to ensure that changes are made where needed, without delay.
- Accountability of class teachers to SENCo with regard to children with SEN
- Regular assessment of pupils during the whole school assessment cycle.
- The use of specialists such as Speech and Language therapist and Play therapists to meet the needs of specific children and to support progress in learning.
- Updating of curriculum offer and opportunities to inform spending of pupil premium funding to use to have the maximum impact on pupil progress.

Equality objective 2:

- Promote and enhance community cohesion with a sense of shared belonging in the school and its surrounding neighbourhood.

Success criteria

Good relations will be fostered within all groups of the community and a greater sense of cohesion will be present within the school and surrounding areas. Parents will feel involved in and aware of changes and key events in the school and will feel that their culture, home and family are recognised and celebrated equally.

Time frame

Over the next three years (the duration of this action plan) and beyond

Key actions to meet this objective

- The creation of an active and engaged governing body which reflects the ethnic and culturally diverse profile of families within the school.
- The employment of a family services officer who will work with families to actively foster good relations between the school, families and wider bodies.
- Whole school events calendar including assemblies which recognise key celebrations from all major religions
- The inclusion and promotion of British Values within our curriculum including explicit coverage in both PSHCE and Philosophy teaching.
- Ensuring that the whole school curriculum promotes cultural diversity through a broad range of topics, famous figures and stimulus.
- Weekly Parents into Reading sessions in EYFS and KS1 where parents are invited in to read with children. During this time parents can share a wide range of culturally diverse texts with children.

Equality objective 3:

- Ensure that the participation in after school clubs, extra-curricular activities (eg, peripatetic music) and residential trips accurately reflects the gender and ethnic profile of the school

Success criteria

Participation in clubs and all extra-curricular activities will accurately represent and reflect the school demographic. No sector of the school community will be underrepresented in these activities and our aim of equality for all pupils will be visible and achieved. The family background of any pupil will not be a barrier to any aspect of school life.

Time frame

Over the next three years (the duration of this action plan) and beyond

Key actions to meet this objective

- Actively promote all additional clubs and trips with all sectors of the community and for teachers / family services officer to individually approach any “hard to reach” families to ensure that they are aware of the opportunities available, the benefits and the support available to ensure that their child can access these.
- To offer practical support in applying for clubs as well as preparing for these activities where needed.
- To consider (where possible) any financial support / advice that may be available to assist families in accessing any activity where payment is required.

Equality objective 4:

- To ensure that we meet our statutory obligation as an equal opportunities employer to create a diverse workforce that is representative of the school community we serve.

Success criteria

Staff across the school come from a wealth of backgrounds that represent the diverse community that the school is located. Employees across the school recognise their significance in their role and input they have in their job. Recruitment and internal promotion is fair with opportunities for all members of staff to progress in their career regardless of background.

Time frame

Over the next three years (the duration of this action plan) and beyond

Key actions to meet this objective

- All future recruitment panels to ensure a breadth of panel members from a variety of genders and ethnicity.
- Create a staff directory of expertise and areas of specialism that promote CPD and opportunities to support teaching and learning in the classroom
- Annual work force audit to be shared with governors in order to implement actions to target external diversity in staff recruitment.
- Internal promotion processes and procedures to be implemented in order to allow for fairer access to job promotion.