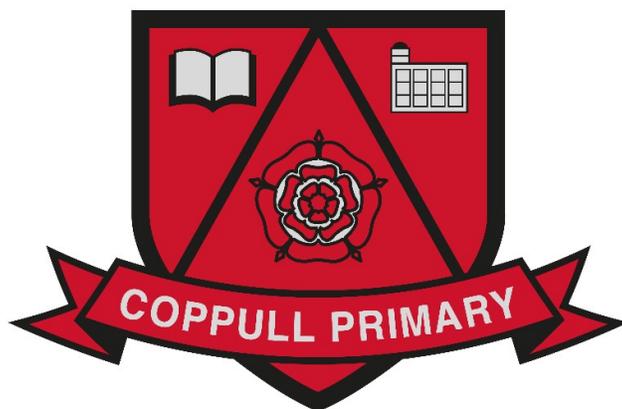


Coppull Primary School & Nursery



Aim High - Respect all - Enjoy Learning - Achieve

EQUALITY POLICY

REVIEWED SEPTEMBER 2017

Aims

This policy outlines the commitment of the staff, pupils and governors of Coppull Primary School and Nursery to ensure that equality of opportunity is available to all members of the school community. For our school this means not simply treating everybody the same but understanding and tackling the different barriers which could lead to unequal outcomes for different groups of pupils in school, whilst celebrating and valuing the achievements and strengths of all members of the school community.

These include:

- Pupils
- Staff
- Parents/carers
- The governing body
- Multi-agency staff linked to the school
- Visitors to school
- Students on placement

We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth.

At Coppull Primary School and Nursery, equality is a key principle for treating all people fairly and creating a society in which everyone has the opportunity to fulfil their potential - irrespective of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination. Our school currently serves higher than national average numbers of children with special educational needs as well as a high proportion of children who are eligible for the pupil premium grant. Our five golden rules, which are displayed around school and referred to through our behaviour policy are rooted in respect:

1. We respect one another.
2. We respect our own and other people's property.
3. We listen when someone is speaking
4. We do what we are asked to do.
5. We keep hands and feet to ourselves

School Context

At Coppull Primary School and Nursery, the leadership of the school community will demonstrate mutual respect between all members of the school community

- There is an openness of atmosphere which welcomes everyone to the school

- All within the school community will challenge any type of discriminatory and/or bullying behaviour, e.g. through unwanted attentions (verbal or physical) and unwelcome or offensive remarks or suggestions
- All pupils are encouraged to greet visitors to the school with friendliness and respect
- The displays around the school are of a high quality and reflect diversity across all aspects of equality of opportunity and are frequently monitored
- Provision is made to cater for the spiritual needs of all the children through planning of assemblies, classroom based and externally based activities

Policy Development

This policy was drawn up using guidance from LCC by the senior leadership team in consultation with staff. Pupils were able to add their voice through the school council representatives.

Monitoring and Review

Coppull Primary School and Nursery is an inclusive school, working towards greater equality in the whole school community. We use the curriculum and teaching to enhance the self-esteem of all those it serves and to provide a learning environment in which each individual is encouraged to fulfil her or his potential.

We collect and analyse a range of equality information for our pupils/students:

These include attainment data, attendance data, exclusions, involvement with extended learning opportunities, complaints of bullying or harassment. These will be analysed by ethnicity, disability, gender, free school meals (FSM).

We make regular assessments of pupils' learning and use this information to track pupils' progress, as they move through the school. As part of this process, we regularly monitor the performance of different groups, to ensure that all groups of pupils are making the best possible progress. We use this information to adjust future teaching and learning plans, as necessary. Resources are available to support groups of pupils where the information suggests that progress is not as good as it should be. The governing body receives regular updates on pupil performance information.

School performance information is compared to national data and local authority data, to ensure that pupils are making appropriate progress when compared to all schools, and to schools in similar circumstances.

As well as monitoring pupil performance information, we also regularly monitor a range of other information.

This relates to:

- Attendance
- Exclusions and truancy
- Racism, disabilism, sexism, homophobia and all forms of bullying
- Parental involvement
- Participation in Extended Learning Opportunities

Our monitoring activities enable us to identify any differences in pupil performance and provide specific support as required, including pastoral support. This allows us to take appropriate action to meet the needs of specific groups in order to make necessary improvements.

Coppull Primary School and Nursery is also committed to providing a working environment free from discrimination, bullying, harassment and victimisation. We aim to recruit an appropriately qualified workforce and establish a governing body that is representative of all sections of the community in order to respect and respond to the diverse needs of our population.

The Employment Duty within the legislation states all schools should collect information on staff in post, and applicants for employment, training and promotion. We collect and analyse a range of profile information for our staff and governors including:

- applicants for employment
- staff profile
- governing body profile,
- disciplinary and grievance cases
- staff appraisal/performance management
- exit interviews

Due regard is given to the promotion of equality in the School Improvement Plan.

The person responsible for the monitoring and evaluation of the policy and action plan is the headteacher.

Their role is to:

- Lead discussions, organise training, update staff in staff meetings, support discussions
- Work with the governing body on matters relating to equality
- Support evaluation activities that moderate the impact and success of this policy