

# Highgate Primary

## Equality Duty Plan 2019 - 2022

The Governing Body of Highgate Primary School adopted this policy in October 2019. It will be reviewed again in 2022.

The **Public Sector Equality Duty** requires our school to publish information about Equalities.

The **Equality Act 2010** clearly states that the following groups must be taken into account. People identified in the following groups are considered to have a protected characteristic

### **Protected Characteristics – school must take into account when publishing information**

- Disability
- Sex (gender)
- Race (ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Transgender

There are also 2 other protected characteristic that schools do not have a direct duty.

- Age
- Marriage and Civil Partnership

The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. General Duties are the things that schools aim to achieve.

### **General Duties**

The three aims of the Public Sector Equality Duty are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

## Specific Duties

### Publish information

Much of the information relates to the way in which the school identifies what it needs to do to improve outcomes for all groups in school. This information can be found in our improvement plan, evaluations and pupil data. We want to make sure we know which pupils are doing well and less well so we can plan for their future with us and improve.

A lot of this information is already being used by the school to develop the school and improve what we are doing. We will use information which tells us what we could be doing better to plan for the future and include these actions in our Equalities Objectives which you will find published here.

This information is meant to be clear and simple. If you have any queries or questions about the way we have written it and can think of a way we can make the information clearer please contact the headteacher.

## Highgate School Equality Objectives:

### 1 Advance Equality of Opportunity Between People

Objective	Success criteria	Date
Robust systems for monitoring pupil progress in place; responding to national changes to curriculum and assessment.	<ol style="list-style-type: none"> <li>1. Termly tracking data analysis shows equality of attainment/progress for all groups.</li> <li>2. An effective assessment model in place which provides consistency and fairness in making accurate judgements about pupils attainment and progress</li> <li>3. Identify groups and individuals at risk of underachievement and plan intervention.</li> </ol>	Termly
Review of school curriculum.	<ol style="list-style-type: none"> <li>1. Curriculum is wholly accessible to all and all pupils make good progress.</li> <li>2. Curriculum includes units of work and underlying themes addressing issues of equality and positively represents all groups, including embedding the good work introduced by the No Outsiders project.</li> </ol>	From Autumn 2019 onwards

## 2 Eliminate unlawful discrimination, harassment and victimisation

Objective	Success criteria	Date
Review school behaviour and anti-bullying policy	<ol style="list-style-type: none"> <li>1. Review of policy completed</li> <li>2. Policy disseminated to staff and parents</li> <li>3. Child friendly versions of policies used where appropriate.</li> </ol>	In place review bi-annually.
The needs of users are taken into account when developing policies and procedures.	1. Reflected in all school Policies including Staff policies such as Recruitment.	Ongoing

## 3 Foster good relationships between people

Objective	Success criteria	Date
To challenge stereotypes and misconceptions – gender, age, ethnic background, culture, religion. To build on pupil awareness so that they can detect and challenge discrimination in accordance with our core principles and values.	<ol style="list-style-type: none"> <li>1. A wide range of opportunities provided for pupils and people in our school community, to learn about, with and from ‘others with protected characteristics’, not least different cultures and experiences</li> <li>2. To develop resources that reflect diversity and disability.</li> <li>3. Pupils becoming increasingly knowledgeable and reflective in their learning about others with different cultures, beliefs etc.</li> <li>4. Anti-equality incidents in school, e.g. racist or other abusive forms of language or behaviour are dealt with immediately (see our school policies on Anti-Bullying and Behaviour).</li> <li>5. Equip staff with skills and knowledge to respond to discriminatory behaviours</li> </ol>	<p>Ongoing</p> <p>Written guidance and advice for all staff linked with HR policies.</p>

For more information:

<http://www.equalityhumanrights.com/advice-and-guidance/new-equality-act-guidance/>

<http://www.education.gov.uk/schools/pupilsupport/inclusionandlearnersupport/inclusion/equalityanddiversity/a0064570/the-equality-act-2010>