

	<h1>Equality Plan</h1>	Resilience Respect Responsibility
This policy was reviewed by the Governing Body: November 2022	Next review: November 2025	
Chair of Governors: Karen Grundy Head Teacher: Ilona Sanderson	Lead: Ilona Sanderson	

1. Introduction and Mission Statement

At North Clifton Primary School we all know the experiences a child has during the formative years of their life have such an impact on the kind of person they will develop into and become in the future. Such a lot of this important time is spent at school so it is essential that we work in partnership with parents so that we can make a positive difference and create a strong foundation that can be built upon as children continue to grow, develop and flourish.

North Clifton Primary School is centred around the 3Rs Values

Respect

Resilience

Responsibility

Our Values Charter underpins the curriculum that we deliver ensuring that all our pupils become aspirant, independent and confident life-long learners, who have empathy towards one another and are prepared to take risks in their learning. We believe children learn best when they feel happy, secure, confident and valued, irrespective of their ability or disability, social background, culture or gender. As a school we complement the government's idea of British/Human Values. Pupils are helped to understand the importance of democracy, the rule of the law, freedom of speech and respect for others through the curriculum and extra curricula activities. They are also encouraged to understand the importance of taking responsibility for their own behaviour and thinking about the choices they make.

We take pride in sharing our 3R Values with parents and carers. As a consequence of our values, we aim to provide all our pupils with a safe, caring and friendly environment in order to allow them to improve their life chances and help them maximise their potential.

We expect all pupils to act safely and feel safe in school, including understanding the issues relating to all forms of bullying, and that they have the confidence to seek support from the school should they feel that they or others are unsafe. We want parents/carers to feel confident that their children are safe and cared for in school and that incidents and problems, should they arise, are dealt with promptly and well.

The school is aware of its legal obligations including the Equalities Act 2010. We are aware of our role within the local community: supporting parents/carers and working with other agencies (where appropriate) outside the school.

2. What we mean by Equality?

At North Clifton we understand equality to mean treating everyone fairly and with dignity and by valuing their individual characteristics such as their age, disability, gender identity, race, sex, religion, belief, sexual orientation and socio-economic circumstances or any other visible or non-visible difference.

We also understand that people have different needs, situations and goals and some people may experience additional barriers and challenges. Therefore, achieving equality of outcome requires the removal of discriminatory barriers, and the recognition that the allocation and distribution of resources cannot always be distributed equally if we are to live up to our commitment to everyone being able to achieve their full potential whilst at North Clifton Primary School.

We recognise that inequality can be experienced in a variety of ways such as through outcomes, access to services, the degree of independence to make decisions affecting lives and inequality of treatment, including in relation to employment, through direct and indirect discrimination or disadvantage imposed by other individuals, groups, institutions or systems intentionally or inadvertently.

To further understand our school community, North Clifton has used the following process to assist them in identifying some of the barriers to their pupils in accessing education provision.

What is the school profile?

The School profile is predominantly White British non SEND.

We have put together 3 Equality Objectives that we will work together to fulfil over the coming year.

Equality Objective One: To reduce prejudice and increase understanding of equality, diversity and inclusion more specifically an understanding of race equality by the whole school community including SLT, Governors, staff, pupils and parents through direct teaching across the curriculum, training and a change in culture.

(Protected Characteristic: Race)

Why?

2020 saw a global cataclysmic shift when amid the Covid 19 pandemic, hundreds of thousands across the world ventured out in support of Black Lives Matter. At a time when the health of the nation was in serious question many were willing to risk their lives and the lives of their families to stand together and have their voice heard. Their aim? To unite and raise awareness of the systematic racism inherent within the society we live.

Research suggests the issue is no longer about schools or staff being non-racist but the importance of being anti-racist: acknowledging the prejudices we hold, being prepared to challenge, and be challenged, as well as researching and reading to develop our understanding. At North Clifton we believe we can change the lives of pupils which is why it is crucial that all of them experience an inclusive and supportive culture where staff and pupils work together to question and oppose inequalities.

How?

We are going to:

- Evaluate the extent to which we are developing a whole school approach to anti-racism, identify gaps and consider how to strengthen and develop these.
- Develop a culture of anti-racism through staff and governor training and building confidences to challenge perspectives.
- Share our learning across the school to talk about what we have learned and to ensure all children understand why it is important.
- Work with the school council to identify the views of as many children as possible through interviews and discussion.

Outcome

- Embedding an anti-racist culture at North Clifton with the whole school community
- Ensuring staff and pupils understand the importance of being anti-racist.
- To ensure that all our children are happy, succeed and have equal access to all that is on offer in school and in life.
- To create long lasting change.

Equality Objective Two: To reduce prejudice and increase understanding of equality, more specifically the use of homophobic language by pupils in school, through direct teaching across the curriculum.

(Protected Characteristic: Sexual Orientation)

Why?

Disabilities have been part of our discussion in PHSE and other areas of the curriculum, in particular Autistic Spectrum Disorder. Through discussions with pupils it has become clear that some children have misconceptions about this disability and the ways in which disabilities can affect people. As a staff we feel this should be discussed in school with all pupils across both key stages.

How?

We are going to:

- Share information across the school to talk about a range of disabilities and how they can affect people in different ways.
- Work with the school council to identify the views of as many children as possible through interviews and discussion.
- Link North Clifton Values with Fundamental British Values

Outcome

- The children will continue to display a positive attitude towards equality and diversity that they can articulate when questioned.
- Interviews show that pupils are clear about the importance of equality and diversity work.

Equality Objective Three: To continue to monitor and increase the understanding of equality, more specifically the importance of religious equality across the school

(Protected Characteristic: Religion)

Why?

During PHSE sessions focusing on differences we have discussed our own religious beliefs and viewpoints. Many children consider themselves as non-religious.

How?

We are going to:

- Continue to focus on all key religions as part of our annual programme in RE
- Promote the importance of equality between all religions.
- Work with the School Council to identify the views of the children through interviews and discussion.
- Plan visits or visitors from a range of different religions
- Link with North Clifton Values/ Fundamental British Values
- Continue with our zero-tolerance approach to incidents related to the inappropriate use of language linked to all the protected characteristics.

Outcome

- All children will display a positive attitude towards equality and diversity.
- Interviews show that pupils are clear about the importance of equality and diversity.
- No incidents of racism linked to religion recorded across school.

Monitor and Review

Every three years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.