Dean Bank Primary and Nursery School

believe, achieve and soar with pride

Dean Bank Primary and Nursery School

Equality Policy

Headteacher: Mr C Brown
Chair of Governors: Mr J Davison

Date: July 2026
Date for Review: July 2028

Equality Act 2010

We believe that every member of our school community should feel valued, respected and treated as an individual, in accordance with our School Ethos Statement which states:

"Our school is committed to providing the very best for all our children. We believe that all individuals should be valued in a positive and supportive environment. Their time at Dean Bank Primary and Nursery School should be about developing their talents, learning attitudes and character, so that our children will want to go on learning forever"
School Ethos Statement

This Equality Information and Equality Objectives Statement supports pupils in realising their potential and in the use of their talents and gifts.

We in Dean Bank Primary and Nursery School are committed to equality. We aim for every pupil to fulfil their potential no matter what his/her background or personal circumstances.
We maintain the aim of embedding principles of fairness and equality across our entire curriculum, in assemblies and acts of collective worship, in break and lunchtimes, in pastoral support and in before and after school activities.

We must under the general duty of public sector equality duty, in the exercise of our functions, have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This will apply to all pupils, staff and others using the facilities. We will give relevant and proportionate consideration to the public sector equality duty.

The protected characteristics for the school's provisions are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Age (only applicable to staff, not pupils)
- Marriage and Civil Partnerships (only applicable to staff, not pupils)

Age and marriage and civil partnership are NOT protected characteristics for the school's provisions for pupils.

We will have **due regard** to advancing equality of opportunity including making serious consideration of the need to;

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of persons who share a protected characteristic that are different from the needs of persons who do not share it;
- encourage persons who share a relevant protected characteristic to participate in public life or in any activity in which participation by such persons is disproportionately low.

We will take into account the six Brown principles of 'due regard'

- **awareness –** all staff know and understand what the law requires
- **timeliness** – implications considered before they are implemented
- **rigour –** open-minded and rigorous analysis, including parent/pupil voice
- **non-delegation –** the PSED cannot be delegated
- **continuous –** ongoing all academic year
- **record-keeping –** keep notes and records of decisions & meetings

We welcome the opportunity to be transparent and accountable. To this end we fulfil the specific duties of the Act by:

- publishing our equality information
- publishing our equality objectives

We aim to make the information accessible, easy to read and easy to find.

Equality Information:

We maintain confidentiality and work to data protection principles. We publish information in a way so that no pupil or staff member can be identified.

Staff:

Age	Figures change- we comply with our equality duty.
Disability	We ensure reasonable adjustments are made where appropriate.
Gender reassignment	We support any staff member towards gender reassignment.
Marriage and civil partnerships	Figures change- we comply with our equality duty.
Pregnancy and maternity	Figures change- we comply with our equality duty.
'Race' / ethnicity	Our staff profile comprises: white British, White-European
Religion and Belief / no belief	Our staff profile compromises: Christian, Church of England, Roman Catholic, Methodist, Agnostic
Sex- male/female	Figures change- we comply with our equality duty.
Sexual orientation	We support all staff members regardless of sexual orientation

Pupils:

The school has a fluctuating pupil population and as such figures fluctuate regularly. Current figures are available by contacting the school office.

Age	We have pupils aged from 3 to 11 years old in our school.
Disability	We ensure reasonable adjustments are made where appropriate.
Gender reassignment	We support any pupil towards gender reassignment.
Pregnancy and maternity	We comply with our equality duty and have planned to deliver education on site if and when required, or offer a place at the Young Parent Group run by the SEND & Inclusion Service.
'Race' / ethnicity	Our pupil profile comprises of an increasing range of pupils from around the world: White British, White – European, Nigerian, Peru etc.
EAL (English as an Additional Language)	We have an increasing proportion of pupils who have EAL and are now broadly in line with national averages.
Religion and Belief / no belief	Our pupil profile compromises: Christian, Church of England and Roman Catholic, Hindu, Muslim
SEND	The school has the national average proportion of pupils identified with a Special Educational Need.
Sex- male/female	Figures change on a regular basis- we comply with our equality duty.
Sexual orientation	We support all pupils regardless of sexual orientation
Pupil Premium	The School has a higher than average proportion of pupils eligible for Pupil Premium

We will update our equality information at least annually.

<u>Equality Objectives</u>

Our equality objectives are:

1. To continue to aim to narrow the gap between groups of pupils
2. To address intolerance of differences between pupils [behaviour]
3. To ensure all parents/carers of pupils, including vulnerable groups, have access to information produced by school
4. To ensure all staff are appropriately trained to deal with racist, sexist and homophobic incidents, and be able to recognise and tackle other forms of bias and stereotyping.

We will update our equality objectives every four years and will publish progress on them annually in our equality information

We adopt a whole school approach to equality and consider it important for pupils to learn about equality and human rights. We adhere to the Equality and Human Rights Commission (EHCR) statement:

'To reap the full benefits of equality and human rights education, it is essential to teach topics in an environment which respects the rights and differences of both students and teachers. Without an equality and human rights culture within the classroom and school as a whole, learning about these topics can at best appear irrelevant, and at worst, hypocritical. The respect and tolerance it teaches will help staff and students create a healthier, happier, fairer school culture, and could lead to reductions in bullying and other negative behaviour, and improvements in attainment and aspirations.'

Though the Act refers to 'race', the use of ethnic/ cultural origin, background or heritage is often more appropriate

At Dean Bank Primary and Nursery School we will continue to:

- Report to governors regarding Equal Opportunities
- Monitor our plans and policies
- Analyse data with reference to exclusions and inclusion
- Use the school curriculum and assemblies to promote positive role models
- Promote respect and tolerance among pupils through SMSC, British Values, Rights Respecting, PSHE programme and the RE curriculum.
- Celebrate cultural and religious differences
- Link with local schools, local organisations and other local organisations

Governors

The Governing Body is committed to the ethos of this school which manifests itself in ensuring that Dean Bank Primary and Nursery School is an inclusive school for all irrespective of race, gender and disability. The governors are committed to ensure discrimination is eliminated for those applying for roles within the school on the grounds of race, gender or disability.

Reasonable steps are taken to ensure the environment allows access for those with disabilities and that communication is inclusive for parents, carers and students.
The admissions procedure is all inclusive whatever a child's background, race or disability.

Headteacher

The Head teacher's role is to implement the Equality Plan supported by the governors.
The Head teacher will ensure all staff are aware of the equality plan and that staff apply guidelines fairly in all situations. All appointment panels must give due regard to the plan in order to avoid discrimination with reference to employment or continued professional development.

The head teacher promotes equal opportunities when developing the curriculum and participation in the life of the school.

All incidents of unfair treatment, bullying or discrimination are treated with due seriousness.

Staff

Staff treat others fairly, equally and with respect and will have due regard to the equality plan.

Staff will endeavour to provide appropriate positive images based on race, gender and disability. They will challenge any incidents that are disrespectful to gender, race, disability or sexual orientation involving pupils or other adults recording serious incidents and draw them to the attention of the Headteacher using the procedures that are in place within the school. It should be noted that a racist incident was defined by the Stephen Lawrence Inquiry Report (1999) as: any incident which is perceived to be racist by the victim or any other person.

Publishing the plan

In order to meet statutory requirements, we will publish our plan on the school website

This policy has been approved and adopted by staff and governors