



THE GENERAL EQUALITY DUTY STATEMENT & PLAN 2019-20

Clarksfield Primary School is pleased to publish its annual single equality plan. In developing this plan, we have been able to identify and record the progress we have made towards achieving equality and tackling discrimination to come to a better understanding of the challenges still to be addressed. We will ensure that this single equality plan is effectively implemented and scrutinised so that we meet the obligations placed upon us by the equality duty. Promoting the priorities identified within our single equality plan will be a continuous process. The three aims of the general equality duty are as follows:

1. To eliminate unlawful discrimination, harassment and victimisation, by tackling prejudice and promoting understanding.
2. To advance equality of opportunity between people who share a protected characteristic and those who do not by:
 - Removing or minimising disadvantage suffered by people due to their protected characteristic.
 - Take steps to meet the needs of people with certain protected characteristics where these are different to the needs of other people, including taking steps to take account of disabled people's disabilities.
 - Encourage people with certain protected characteristics to participate in public life or in other activities where their proportion is disproportionately low.
3. Foster good relationships between people who share a protected characteristic and those who do not.

Compliance with the general equality duty may involve treating some people more favourably than others. The 9 protected characteristics are as follows: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The IEB Governors and staff of Clarksfield Primary School understand that compliance with the general equality duty is a legal obligation that will better inform decision making and policy development. They further recognise that achieving the three aims stated will ensure

Clarksfield Primary School can successfully meet the needs of our diverse population of students, draw on the talents of a diverse local community to ensure our staff and IEB governors better represent the wider community that we serve.

Clarksfield Primary School has considered how well we currently achieve the aims of this duty about the protected equality groups. Using information that we have gathered we have decided upon our equality objectives. Our plans to meet these objectives will be monitored annually.

In compiling equality information, we have:

- Reviewed the school's equality data, policies and practice and identified any gaps.
- Examined how our school engages with the protected groups, identifying where practice can be improved.

In line with legislative requirements, we will review progress against our equalities plan annually, evaluating on a four-year cycle.

The roles and responsibilities related to the plan are outlined below:

IEB governance, as a whole, is responsible for:

- Making sure the academy complies with the relevant equality legislation
- Monitoring progress towards the equality objectives and reporting through.

The Principle will:

- Implement the school's stated equality objectives and ensure that access plans are written, and that they are readily available to IEB governors, staff, pupils and parents.
- Ensure all staff know their responsibilities and receive training and support in carrying these out.
- Take appropriate action in cases of harassment and discrimination, including prejudice related incidents.
- Enable reasonable adjustments to be made in relation to disability regarding students, staff, parents/carers and visitors to the school.

All staff within the school will:

- Advance equality in their work.
- Foster good relationships between groups and tackle any prejudice related incidents.
- Can recognise and tackle bias and stereotyping.
- Take up training and learning opportunities.

All Students in the school will

- Follow the relevant policies and procedures.
- Engage with the PHSE curriculum in relation to improving equality.
- Report any incidents of bullying, harassment or prejudice related incidents (visitors and contractors are also responsible for following relevant school policies).

Single Equality Plan 2019-20

Aim	Protected characteristic	Aim	Target Group	Action	Impact assessment 2019/20
1	Race, religion, belief and/ or disability	To ensure the culture, ethos and environment meets the needs of faith groups and those with specific health and/or special needs or disabilities	Pupils with SEND and these with EHCP/ statement/Medical plans	<p>Implement routine classroom H&S auditing</p> <p>Medical plans in place and updated regularly.</p> <p>Systematic teaching through PHSE.</p> <p>Implement and embed Oasis 9 Habits – CPD, staff training.</p> <p>Monitor and maintain effective H&S Practices.</p>	<p>Most recent pupil review shows:</p> <ul style="list-style-type: none"> • 85% of the children feel happy at school • 80% of the children feel safe at school <p>MST Monitoring reports reviewed and actioned</p> <p>Behaviour logs monitored weekly</p>

2.	All Protected Characteristics	To ensure all new arrivals receive the same opportunities and any barriers to accessing the wider curriculum are removed. E.g. No recourse to public funds families.	All pupils with protected characteristics	<p>Information gathered during the admissions process to provide targeted support where needed.</p> <p>After school clubs</p> <p>School dinners</p> <p>SMSC provision</p> <p>Educational visits</p>	<p>Pupils with protected characteristics monitored half termly to ensure they are receiving targeted support.</p> <p>Impact monitored through attendance/data and pupil/parent voice/pupil voice.</p>
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3.	All Protected Characteristics	To increase participation of protected groups in wider school life, enrichment, EVs etc.	All pupils with protected characteristics	Use data to sharply focus provision and resource and monitor routinely: After school clubs SMSC provision Educational Visits	Pupils with protected characteristic are equally represented in participation rates - review July 2019
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