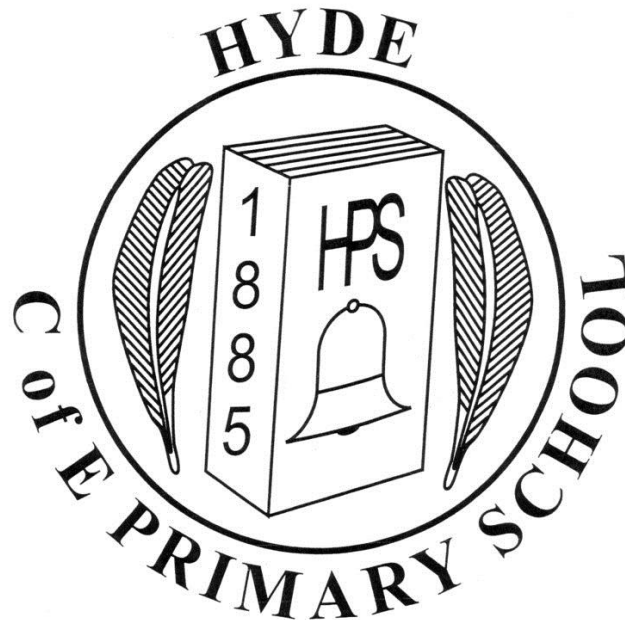
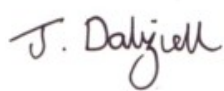
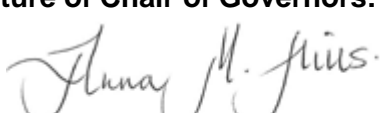


HYDE C. E. PRIMARY SCHOOL



SINGLE EQUALITY POLICY

Endorsed by Governing Body: November 2015	Review Date: November 2017
Headteacher: Julie Dalziell	Signature of Headteacher: 
Chair of Governors: Anna Hills	Signature of Chair of Governors: 

HYDE C. E. PRIMARY SCHOOL SINGLE EQUALITY POLICY

STATEMENT OF INTENT

At Hyde Church of England Primary school, 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, sexual orientation or any other recognised area of discrimination.

Our policy outlines the commitment of the Staff and the Governors to promote equality. This involves tackling the barriers which could lead to unequal outcomes so there is equality of access and the diversity within the school is celebrated and valued.

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 the wider community. Every member of the school community should feel safe, secure, valued and of equal worth.

This policy has been devised by the Headteacher and members of the Full Governing Body, which includes representatives of teachers, parents, staff and members of the wider community as well as the vicar of the Parish of Hyde. It was shared with the extended community via the school website.

MONITORING AND REVIEW

The Headteacher is responsible for co-ordinating, monitoring and evaluating this policy. She will be responsible for:

- Providing updates on equalities legislation and the school's responsibility in this area.
- Working closely with the governor responsible for matters of Equality. This Governor is Sue Willcocks.
- Supporting positively the evaluation activities that monitor the impact and success of the policy on pupils from different groups, eg SEN, Children in Care, Minority Ethnic including Traveller and EAL pupils and free school meals, in the following recommended areas:
 - Pupils' progress and attainment
 - Learning and teaching
 - Behaviour discipline and exclusions
 - Attendance
 - Admissions
 - Incidents of prejudice related bullying and all forms of bullying
 - Parental involvement
 - Participation in extra-curricular and extended school activities
 - Staff recruitment and retention
 - Visits and Visitors

POLICY COMMITMENTS

Promoting Equality: Curriculum

We aim to provide all our pupils with the opportunity to succeed. To achieve this we will ensure:

- Curriculum planning reflects a commitment to equality
- The curriculum prepares pupils for life in a diverse society and uses opportunities to extend children's awareness beyond their immediate community
- There will be opportunities in the curriculum to explore concepts and issues related to identity and diversity
- The promotion of attitudes and values that celebrate and respect diversity and challenge discriminatory behaviour and language wherever it occurs
- To provide educational opportunities which positively reflect a range of cultures, identities and lifestyles

Promoting Equality: Achievement

At Hyde School we have a high expectation of all pupils regardless of age, gender, ethnicity, ability, social background and sexual orientation. To secure the best outcomes we recognise that:

- Adults in the school will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity
- It is important to identify the particular needs of individuals and groups within the school and to use targeted interventions to narrow the gaps in achievement
- A range of teaching methods is used throughout the school to ensure that effective learning takes place at all stages for all pupils
- All pupils are actively encouraged to engage fully in their own learning

Promoting Equality: The ethos of the school

Hyde Church of England school is housed in a Victorian building and set within a rural community in the middle of the New Forest. It is one of the smallest schools in Hampshire with an average of between 45 to 70 pupils on roll. Being a small school, we pride ourselves in getting to know our pupils and their family's very well. As a Church school we promote Christian values within a caring family environment in which purposeful teaching and learning can take place. Everyone within the school community is valued equally and encouraged to develop their individual potential. The achievement of each child is our constant focus and we work closely in partnership with parents to ensure that each child succeeds. Achievement in all areas of school life are recognised by the Staff and the Governors of the school.

- At Hyde School we are aware that those involved in the leadership of the school community are instrumental in demonstrating mutual respect between all members of the school community
- We strive to achieve a feeling of openness and tolerance which welcomes everyone to the school
- The children are encouraged to greet visitors to the school with friendliness and respect
- The displays round the school are mindful of the need to express diversity and are monitored by the Headteacher and Governing Body
- Reasonable adjustments are made to ensure that access is available to as many people as our environment will allow (see Accessibility plan for details)
- Provision is made to cater for the cultural, moral and spiritual needs of all children through the planning of assemblies, classroom based and off-site activities
- Pupils' views are actively encouraged and respected
- Positive role models are used throughout the school to ensure that different groups feel welcome and included

Promoting Equality: Staff Recruitment and Professional Development

- Where appropriate posts are advertised and open to the widest pool of applicants
- Those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and to ensure equality of opportunity. The school will make a commitment to ensure that this practice continues in the future
- Access to opportunities for professional development is monitored on Equality grounds
- The school will make a commitment to ensure that equalities policy and practice is covered in Staff induction

Promoting Equality: Countering and Challenging Harassment and Bullying

- Hyde school counters and challenges all types of discriminatory behaviour and this is made clear to staff, pupils, parents and governors
- The school has a clear, agreed procedure for dealing with prejudice related bullying incidents and has a nominated member of staff for recording and monitoring incidents
- The school reports to governors, parents and the LA on an annual basis the number of prejudice based incidents recorded in the school

Promoting Equality: Partnerships with Parents/Carers and the wider Community

Hyde School aims to work in partnership with parents/carers. We:

- Take action to ensure that all parents/carers are encouraged to participate in the life of the school
- Maintain good channels of communication e.g. through parent governors, to ensure that parents' views are captured in order to inform practice
- Encourage members of the local community to join in activities and celebrations
- Ensure that all parents/carers of newly arrived pupils are made to feel welcome

Responsibility for this Policy

In our school, all members of the school community have a responsibility for promoting equalities.

The Governing Body has responsibility for ensuring that:

- The school complies with all the equalities legislation relevant to the school community
- The school's equalities policy is maintained and updated regularly, and that equality schemes are easily identifiable e.g. through the school improvement plan, the accessibility plan, the behaviour policy and other relevant documents
- The actions, procedures and strategies related to the policy are implemented
- The designated equalities governor will have an overview on behalf of the governing body, on all prejudice related incidents or incidents which are a breach of this policy and she will ensure that appropriate action is taken in relation to those incidents

The Headteacher has responsibility for:

- Working in partnership with the Governing Body to provide leadership and vision in respect for equality

- Overseeing the implementation of the equality policy and schemes
- Co-ordinating the activities related to equality and evaluating impact
- Ensuring that staff are aware of their responsibilities and are given relevant training and support
- Taking appropriate action in response to any prejudice-related incidents

All school staff have responsibility for:

- The implementation of the school's equalities policy and schemes
- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping
- Ensuring that they do not discriminate on grounds of ethnicity and culture, disability, sexual orientation or against any other groups vulnerable to discrimination
- Keeping up to date with equalities legislation

All pupils will have a responsibility for:

- Demonstrating through their behaviour and their attitudes that they do not discriminate against anyone in the school
- Supporting and initiating ventures that support the community and its wider environs
- Seeking learning opportunities which enhance their understanding of the world around them

LINKS TO OTHER SCHOOL POLICIES:

SEN

BEHAVIOUR

SEX EDUCATION

SCHOOL IMPROVEMENT PLANNING

BUILDINGS AND DEVELOPMENT PLANNING

ACCESSIBILITY PLAN

Hyde Church of England Primary School
Single Equality Plan 2015-2017

Outcome	Actions	Timescale	Responsibility	Success Criteria	Monitored By
All staff are aware of the Single Equality Scheme and have awareness of their responsibilities	Raise awareness of scheme at Staff and Induction meetings	Spring 2016 and ongoing	Headteacher	Staff meeting taken place	Headteacher's report to Governing Body
Stakeholders are aware of the Single Equality Plan	Published on school website, newsletters and parents meetings published on school website, newsletters	Annually	Headteacher	Governors and Parents indicating awareness of the scheme	Headteacher's report to Governing Body
To ensure that a diverse range of pupils are making a positive contribution to school life	All pupils are given opportunity to contribute to school life	Ongoing	Staff	Evidence through newsletters, Stars of the Week, music, drama and other school activities as well as extra-curricular activities	Equalities Governor

Outcome	Actions	Timescale	Responsibility	Success	Monitored
To ensure wherever possible that our school removes barriers to accessibility for disabled learners and staff	Review and update of School's Accessibility plan	Spring 2016 and ongoing	Governing Body Buildings Committee	Buildings Committee reports	Report to Governing Body
That participation in the school and extra-curricular activities reflects the diversity of the school's population	To provide opportunities for all pupils to take part in all aspects of school life	Ongoing	All Staff	Monitoring and attendance of events as recorded in the school's weekly newsletters	Headteacher's report to Governing Body, newsletters, Governor monitoring reports
Curriculum is encouraged to provide learning about different communities and cultures	Classroom learning and display areas to reflect diversity	Ongoing	All Staff	pupils recording of their learning in various forms	Governor in charge of Equalities
To ensure that curriculum resources in the school are wide ranging and will reflect all aspects of the community and wider environs	To continue replenishing curriculum resources so that the children have access to a wide range of high quality resources which reflect a range of issues	Ongoing	H.T. Parents Association, Governor in charge of English	Annual check-up of resource material	Equality Governor

Outcome	Actions	Timescale	Responsibility	Success	Monitored
To meet the the learning and personal needs of all pupils	Staff to share expertise and resources to enable all pupils to achieve their optimum success	Ongoing	All Staff	Joint methods of working and sharing practice are developed	Headteacher's report to Governing Body, Governor monitoring reports
To ensure that all those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and ensure equality of opportunity	Further training of Governors involved in selection	Spring 2016 and ongoing	Governors and Headteacher	Training completed	HT Reports to G.B.
The designated Equalities Governor to have an overview on behalf of the G.B. on all prejudice related incidents which are a breach of this policy	H/T to inform Equalities Governor	Ongoing	H.T. and Equalities Governor	Incidents reported and recorded and action taken to reduce/ eliminate these behaviours	HT reports to G.B. and Equalities Governor
To ensure that all staff are aware of procedures for reporting racist or bullying behaviours	Induction meetings, ongoing staff meetings	Ongoing	H.T. and Equalities Governor	Policy reviews	HT. reports to G.B.
To ensure that the school's procedures for dealing with bullying / harassment are clear and known to all stakeholders	Review and update anti-bullying policy, consultations with stakeholders and website	Autumn 2015, Spring 2016	H.T. And all Governors	Policy reviews	H.T. report to Governors