



Equality Policy

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Mission statement

At Minerva Primary Academy, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from Minerva Primary Academy, irrespective of gender, race, colour, ethnic or national origin, marital status, age, sexual orientation, disability, religion or belief. We aim to develop a culture of inclusion and diversity in which all those connected to Minerva primary Academy feel proud of their identity and able to participate fully in school life.

The achievement of pupils will be monitored by race, gender and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. At Minerva Primary Academy, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

Mainstreaming equality into policy and practice

As well as the specific actions set out beneath this plan, Minerva Primary Academy operates equality of opportunity in its day to day practice in the following ways.

Teaching and learning

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, we will:

- Use contextual data to improve the ways in which we provide support to individuals and groups of pupils;
- Monitor achievement data by ethnicity, gender and disability and action any gaps;
- Take account of the achievement of all pupils when planning for future learning and setting challenging targets;
- Ensure equality of access for all pupils and prepare them for life in a diverse society;

- Use materials that reflect the diversity of Minerva Primary Academy population and local community in terms of race, gender and disability, without stereotyping;
- Promote attitudes and values that will challenge racist and other discriminatory behaviour or prejudice;
- Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
- Seek to involve all parents in supporting their child's education;
- Encourage classroom and staffroom discussion of equality issues which reflect on social stereotypes, expectations and the impact on learning;
- Include teaching and classroom-based approaches appropriate for the whole of Minerva Primary Academy population, which are inclusive and reflective of our pupils.

Admissions and exclusions

Our admissions arrangements are fair and transparent (please refer to MPA Admissions Policy) and do not discriminate on gender, race, colour, ethnic or national origin, disability, religion or belief.

Exclusions will always be based on Minerva Primary Academy's Behaviour Policy. We will closely monitor exclusions to avoid any potential adverse impact and ensure any discrepancies are identified and dealt with.

Equal Opportunities for Staff

This section deals with aspects of equal opportunities relating to staff at Minerva Primary Academy.

We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. However we are concerned to ensure wherever possible that the staffing of Minerva Primary Academy reflects the diversity of our community.

Employer duties

As an employer we need to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.

Equality aspects such as gender, race, disability, sexual orientation, gender re-assignment and faith or religion are considered when appointing staff and particularly when allocating Teaching and Learning Responsibilities (TLR) or re-evaluating staff structures, to ensure decisions are free of discrimination.

Actions to ensure this commitment is met include:

- Monitoring recruitment and retention including bullying and harassment of staff;
- Continued professional development opportunities for all staff;
- Senior Leadership Team support to ensure equality of opportunity for all.

Equality and the law

The statutory duties that must be met by every school are outlined in the Equality Act 2010 which has replaced all existing equality legislation and provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful. Schools cannot unlawfully discriminate against pupils because of their sex, race, disability, religion or belief and sexual orientation. Protection is now extended to pupils who are pregnant or undergoing gender reassignment.

The action plan at the end of this Equality Plan outlines the actions Minerva Primary Academy will take to meet the general duties detailed below.

The Equality Act 2010 Public Sector Equality Duty requires us to have due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimization

Discrimination means treating someone less (or more) favourably than a “comparator” either directly, indirectly or “arising from disability”. Harassment (which is one form of discrimination) means violating someone’s dignity, or creating an intimidating, hostile, degrading or offensive environment for them. Victimization means discrimination because of a previous complaint.

2. Advance equality of opportunity by:

- Removing or minimizing disadvantages
- Taking steps to meet people’s needs
- Encouraging participation in any activity in which participation by such people is disproportionately low.

3. Foster good relations by:

Tackling prejudice and promoting understanding

What having due regard means:

- When making decisions, we will assess whether it may have implications for people with particular protected characteristics
- We will consider equality implications before and at the time of developing policy and making decisions and keep these under continual review
- The duties above will be integrated into the carrying out of Minerva Primary Academy’s functions and the analysis necessary to comply with the duties will be carried out seriously, rigorously and with an open mind.

Roles and Responsibilities

The role of governors

The governing body has set out its commitment to equal opportunities in this plan and it will continue to do all it can to ensure that Minerva Primary Academy is fully inclusive to pupils, and responsive to their needs based on race, gender and disability.

The governing body seeks to ensure that people are not discriminated against when applying for jobs at Minerva Primary Academy on grounds of protected characteristics.

The governors take all reasonable steps to ensure that Minerva Primary Academy environment gives access to people with disabilities, and also strive to make Minerva Primary Academy communications as inclusive as possible for parents, carers and pupils.

The governors welcome all applications to join Minerva Primary Academy, whatever a child’s, gender, race, colour, ethnic or national origin, disability, religion or belief.

The governing body ensures that no child is discriminated against whilst in Minerva primary Academy on account of their gender, race, colour, ethnic or national origin, disability, religion or belief.

The role of the Principal (or senior leader responsible for Equalities)

It is the Principal's role to implement Minerva Primary Academy's Equality Plan and he is supported by the governing body in doing so.

It is the Principal's role to ensure that all staff are aware of the Equality Plan, and that teachers apply these guidelines fairly in all situations.

The Principal ensures that all appointments panels give due regard to this plan, so that no-one is discriminated against when it comes to employment or training opportunities.

The Principal promotes the principle of equal opportunity when developing the curriculum and promotes respect for other people and equal opportunities to participate in all aspects of Minerva Primary Academy life.

The Principal treats all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, with due seriousness.

The role of all staff: teaching and non-teaching

All staff will ensure that all pupils are treated fairly, equally and with respect, and will maintain awareness of Minerva Primary Academy's Equality Plan.

All staff will strive to provide material that gives positive images based on race, gender and disability, and challenge stereotypical images.

All staff will challenge any racism, homophobia or disablist incidents and record any incidents, drawing them to the attention of the Principal.

Tackling discrimination

Harassment on account of race, gender, disability or sexual orientation is unacceptable and is not tolerated within Minerva Primary Academy's environment.

All staff are expected to deal with any discriminatory incidents that may occur. They are expected to know how to identify and challenge prejudice and stereotyping; and to support the full range of diverse needs according to a pupil's individual circumstances.

Racist, homophobic and disablist incidents and other incidents of harassment or bullying are dealt with by the member of staff present, escalating to a class teacher / Principal where necessary. All incidents are reported to the Principal and racist, disablist and homophobic incidents are reported to the Academy Council and local authority on a termly basis.

Review of progress and impact

The Plan has been agreed by our Academy Council. We have a rolling programme for reviewing Minerva Primary Academy policies and their impact. In line with legislative requirements, we will:

- Publish information to demonstrate how Minerva Primary Academy is complying with the Public Sector Equality Duty by April 2012 and then annually
- Prepare and publish equality objectives at least once every four years

We make regular assessments of pupils' learning and use this information to track pupil progress. As part of this process, we regularly monitor achievement by ethnicity, gender and disability, to ensure that all groups of pupils are making the best possible progress, and take appropriate action to address any gaps.

Publishing information

In line with legislative requirements, we will:

Publish information to demonstrate how Minerva Primary Academy is complying with the Public Sector Equality Duty by April 2012 and then annually

Prepare and publish equality objectives at least once every four years

Signed:

Date Written	January 2012
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