



Frodsham Primary Academy

Single Equalities Plan and Policy

Ratified: February 2023

Next Review Date: July 2025

Policy Responsibilities and Review

Policy type:	School
Guidance:	This policy complies with LA guidance
Related policies:	<ul style="list-style-type: none">• Safeguarding Policy• Behaviour Policy
Review frequency:	Biennially
Committee responsible:	Local Governing Committee
Chair signature:	Juliet Brown
Changes in latest version:	

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Legal framework

1. We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender (including issues of transgender, and of maternity and pregnancy), religion and belief, and sexual identity.
2. We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.
3. We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. Guiding principles
4. In fulfilling the legal obligations cited above, we are guided by nine principles

Principle 1:

All learners are of equal value. We see all learners and potential learners, and their parents and carers, as of equal value:

- whether or not they are disabled
- whatever their ethnicity, culture, national origin or national status whatever their gender and gender identity
- whatever their religious or non-religious affiliation or faith background □ whatever their sexual identity.

Principle 2:

We recognise and respect difference. Treating people equally (Principle 1 above) does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantage which people may face, in relation to: disability, so that reasonable adjustments are made

- ethnicity, so that different cultural backgrounds and experiences of prejudice are recognised
- gender, so that the different needs and experiences of girls and boys, and women and men, are recognised
- religion, belief or faith background □ sexual identity.

Principle 3:

We foster positive attitudes and relationships, and a shared sense of cohesion and belonging. We intend that our policies, procedures and activities should promote:

- positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassment of disabled people
- positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice-related bullying and incidents
- mutual respect and good relations between boys and girls, and women and men, and an absence of sexual and homophobic harassment.

Principle 4:

We observe good equalities practice in staff recruitment, retention and development We ensure that policies and procedures should benefit all employees and potential employees, for example in recruitment and promotion, and in continuing professional development:

- whether or not they are disabled
- whatever their ethnicity, culture, religious affiliation, national origin or national status
- whatever their gender and sexual identity, and with full respect for legal rights relating to pregnancy and maternity.

Principle 5:

We aim to reduce and remove inequalities and barriers that already exist. In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between:

- disabled and non-disabled people
- people of different ethnic, cultural and religious backgrounds □ girls and boys, women and men.

Principle 6:

We consult and involve widely. We engage with a range of groups and individuals to ensure that those who are affected by a policy or activity are consulted and involved in the design of new policies, and in the review of existing ones. We consult and involve:

- disabled people as well as non-disabled
- people from a range of ethnic, cultural and religious backgrounds □ both women and men, and girls and boys.
- gay people as well as straight.

Principle 7:

Society as a whole should benefit. We intend that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in public life of:

- disabled people as well as non-disabled
- people of a wide range of ethnic, cultural and religious backgrounds □ both women and men, girls and boys
- gay people as well as straight.

Principle 8:

We base our practices on sound evidence. We maintain and publish quantitative and qualitative information showing our compliance with the public sector equality duty (PSED) set out in clause 149 of the Equality Act 2010.

Principle 9:

Objectives. We formulate and publish specific and measurable objectives, based on the evidence we have collected and published (principle 8) and the engagement in which we have been involved (principle 7). The objectives which we identify take into account national and local priorities and issues, as appropriate. We keep our equality objectives under review and report annually on progress towards achieving them.

The curriculum

5. We keep each curriculum subject or area under review in order to ensure that teaching and learning reflect the principles set out in paragraph 4 above.

Ethos and organisation

6. We ensure the principles listed in paragraph 4 above apply to the full range of our policies and practices, including those that are concerned with:

- pupils' progress, attainment and achievement
- pupils' personal development, welfare and well-being
- teaching styles and strategies
- admissions and attendance
- staff recruitment, retention and professional development
- care, guidance and support
- behaviour, discipline and exclusions working in partnership with parents, carers and guardians □ working with the wider community.

Addressing prejudice and prejudice-related bullying

7. The school is opposed to all forms of prejudice which stand in the way of fulfilling the legal duties referred to in paragraphs 1–3:

- prejudices around disability and special educational needs
- prejudices around racism and xenophobia, including those that are directed towards religious groups and communities, for example anti-Semitism and Islamophobia, and those that are directed against Travellers, migrants, refugees and people seeking asylum
- Prejudices reflecting sexism and homophobia, transgender Lesbian and Gay hate crimes.

- Prejudice against the nine protected characteristics; Age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation
8. There is guidance in the Behaviour Policy Protocols on how prejudice-related incidents should be identified, assessed, recorded and dealt with.
9. We keep a record of prejudice-related incidents and, if requested, provide a report to the local authority about the numbers, types and seriousness of prejudice-related incidents at our school and how they are dealt with. Incidents are also reported on the Heads report to Governors every term.

Roles and responsibilities

10. The local governing committee is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented.
11. A member of the local governing committee has a watching brief regarding the implementation of this policy.
12. The Head of School is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.
13. As Head of School, Gemma Callaghan has day-to-day responsibility for coordinating implementation of the policy.
14. All staff are expected to:
- promote an inclusive and collaborative ethos in their classroom
 - deal with any prejudice-related incidents that may occur
 - plan and deliver curricula and lessons that reflect the principles in paragraph 4 above □ support pupils in their class for whom English is an additional language □ keep up-to-date with equalities legislation relevant to their work.

Information and resources

15. We ensure that the content of this policy is known to all staff and the local governing committee and, as appropriate, to all pupils and their parents and carers via our school newsletter.
16. All staff and the local governing committee have access to a selection of resources which discuss and explain concepts of equality, diversity and community cohesion in appropriate detail.

Religious observance

17. We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice.

Staff development and training

18 .We ensure that all staff, including support and administrative staff, receive appropriate training as part of our regular safeguarding training and opportunities for professional development, both as individuals and as groups or teams.

Breaches of the policy

19. Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Executive Headteacher and the local governing committee.

Monitoring and review

20. We collect, study and use quantitative and qualitative data relating to the implementation of this policy, and make adjustments as appropriate.

21. In particular we collect, analyse and use data in relation to achievement, broken down as appropriate according to disabilities and special educational needs; ethnicity, culture, language, religious affiliation, national origin and national status; and gender.

Background and acknowledgements

1. In its overall framework this model policy on all equalities in education is based on the race equality policy that Derbyshire developed in response to the Race Relations Act 2000, and that was included in *Here, There and Everywhere: belonging, identity and equality in schools* published by Trentham Books in 2004.
2. The model statement takes into account guidance issued by several other local authorities, including Buckinghamshire, Cambridgeshire, Dudley, Durham, Hertfordshire, Newcastle, Sheffield and Somerset.
3. The list of principles at paragraph 4 is adapted slightly from material in *Equality Impact Analysis: a workbook*, the most recent version of which was published by the Department for Education in February 2011.
4. The phrasing at certain points reflects the specific duties required by the Equality Act 2010 to publish information (principle 8) and to formulate and publish objectives

Equality Data School Census January 2022

Age: Our published PAN is 15. The largest year group currently is Year 4 (16) pupils

Staff profile

0% in their 70s

0% in their 60s

22.7% in their 50s

36.36% in their 40s

22.27% in their 30s

18.1% in their 20's

Gender

Of the 102 pupils in school (including nursery) 60% are boys and 40% are girls.

The staff population is significantly more female than male with only 1 member of staff being male.

Disability

There are 2 children with a physical disability

All areas of the school are accessible.

The number of pupils with an EHCP is 8

There are no disabled members of staff.

Race

83% (84) of pupils are White British compared nationally to 65%.

17% (17) of pupils of our school population are from minority ethnic groups compared to national 33.9%

The first language not to be English (2) 0.9% compared to national 21.3%

There are no recorded racist reports. Any recorded incidents would be reported to Local Governing committee and LA.

The attendance of our children from minority ethnic groups is monitored.

Marriage or civil partnership

No data is collated by the school about staff or parents' marital status, apart from the names given for home contact and information about whether letters home or reports are to be duplicated and sent to 2 addresses.

FSM

42 PUPILS (42%) are eligible compared to national at 17.3%

Vulnerable Groups

0 Looked after children

2 pupils have parents in the armed forces

Bullying and Discrimination

The school consistently records and reports incidents of bullying to the Local Governing Committee

This information is updated annually.

Single Equalities Scheme 2023-2025

Disabilities Equalities Scheme				
Key Improvement Priority: Priority 1- To ensure that pupils and adults can fully participate within the school's curriculum offer and that they have appropriate physical access to the school site. Lead person accountable for the plan: Gemma Callaghan		Years: 2022-2024	Finance Plan: How much will the plan cost - £3,000	
Success criteria:	Focus on outcomes. Specific, measurable impact on pupils. <ul style="list-style-type: none"> All pupils and adults have full physical and curriculum access to the school' provision and that all stakeholders' views have been considered within this plan. The school has an aspirational curriculum in which leaders have improved general provision and not just an increase in additional provision. Impact is tracked and is rigorously measured and is quantifiable: All APS pupil gains are in-line with some that are exceeding for this pupil group; school is using the national Data set to benchmark. Staff have had effective CPD and demonstrate this in delivery of practice measure then in tracked pupil outcomes and staff all are clear upon SEND criteria in regard to disability to under achievement. 			
Action	Lead person accountable for the action	Time Scale Start and End dates	Training/CPD needs	Resources/Costs/Time
Conduct an annual audit to ensure appropriate physical access to the building is maintained with due regard to pupils and adults who have disabilities and that all stake holders' views are represented with in the plan.	Business Manager Maintenance Officer Head of School	January /23/24		
Promote a positive view and ethos in regard to differences which underpins curriculum design and whole school curriculum offer. With particular regard to hard to reach communities.	Gemma Callaghan Curriculum Lead	On going	MAT curriculum team SENDCO	Curriculum Lead/ SENDCO / Subject leads x 3 days (one per term annually) £1,000
To review and monitor the SEN offer to ensure it is still appropriate and relevant to pupils and that it reflects the SEN statutory guidance.	SENDCO	On going	Staff meeting 1 x term	SENDCO ½ per term £500
To ensure the school tracking, analysis and reporting mechanisms include specific regard to SEN pupils and that Impact of provision can be measured.	Head of School SENDCO Class teacher	On going	Pupil progress Meetings with SENDCO SLT meetings	Release time x3 (one day per term) £1,000

Race Equalities Scheme 2023-2025

Race Equalities Scheme				
Key Improvement Priority: Priority 2: To ensure that pupils and adults can fully participate within the school's curriculum offer and that the school actively celebrates difference. Lead person accountable for the plan: Gemma Callaghan		Year: 2023-2025	Finance Plan: How much will the plan cost - £7,000	
Success criteria:	Focus on outcomes. Specific, measurable impact on pupils. <ul style="list-style-type: none"> EAL and GRT Pupils make at least good progress. There is a reducing (0) trend of racial incidents year on year. There is a visual celebration of difference through- out the school woven into the school's curriculum offer The school's curriculum design and enrichment opportunities proactively promotes community cohesion. Pupil conferences demonstrate acceptance and understanding of and have a positive view of each other. To link with hard to reach families. 			
Action	Lead person accountable for the action	Time Scale Start and End dates	Training/CPD needs	Resources/Costs/Time
School to track EAL and GRT pupils and benchmark against national expectations to ensure that all pupils are in line with ARE and that some are exceeding.	Head of School Data Manger Class Teacher	On going	N/A	School tracking updated cost £1,000 annually
School to link GRT tracking to SIP whole school initiatives (pupil groupings)	Head of School	On Going	N/A	N/A
To consult with GRT speciality consultant to support teaching staff in developing appropriate EAL and GRT provision through bespoke CPD training for staff.	SLT GRT Coordinator AVO	On going	To be decided	£2,000
To ensure we can communicate effectively with are EAL and GRT Families facilitated by our consultant.	GRT Coordinator AVO	On Going	N/A	£2,000
To promote whole school positive ethos within the school curriculum through teaching and learning, resourcing appropriately and enrichment experiences.	SLT Teaching staff	On Going	To be decided	£2,000

Gender Equalities Scheme 2023-2025

Gender Equalities Scheme				
Key Improvement Priority: Priority 3- To close the attainment gap between pupil groupings by developing an environment that promotes acceptance of difference. Lead person accountable for the plan: Gemma Callaghan		Year 2023-2025	Finance Plan How much will the plan cost - £8,500	
Success criteria:	Focus on outcomes. Specific, measurable impact on pupils <ul style="list-style-type: none"> • All pupils make at least expected progress and that many may exceed. • Any attainment gap between boys and girls demonstrated a reducing trend. • To ensure that staff have a heightened awareness of educational issues for Gay, Lesbian and Transgender pupil groups and are aware of how to protect these pupil groups. • To ensure that all pupil groups within school can articulate that they feel safe. • To have effective strategies to tackle the usage of Homophobic language. • To ensure that curriculum design and resources meet the needs of Gay, Lesbian and transgender pupil groups. • To develop an ethos and environment visually demonstrates that young people can be themselves. 			
Action	Lead person accountable for the action	Time Scale Start and End dates	Training/CPD needs	Resources/Costs/Time
All staff including non- teaching staff to have regular and refreshed training on LGBT in order to provide an appropriate curriculum and school environment to support learning.	SLT	Ongoing	Provided by DSL regularly and refreshed during annual Safeguarding training	CPD budget £500
Sexuality training is also reviewed regularly as part of our regular Safeguarding training	SLT	Ongoing	Provided by DSL regularly and refreshed during annual safeguarding training	
The school audits curriculum provision and invests in appropriate enrichment activities and resources to support these pupil groupings.	SLT Subject leads	Ongoing	1X per term	Staff budget £1,000
The school actively promoted difference through appropriate curriculum linked displays to ensure links with hard to reach communities	SLT Class teacher Subject leads	Ongoing	1 x Term	Staff budget £500

Pupil conferences to audit pupil views on the appropriate use of language to describe difference and how effective are the application of the schools policies and additional actions to implement this plan.	SLT	Ongoing	1 x per term	Staff budget £500
Amend schools anti bullying policies and introduce informally a log to track any inappropriate Homophobic language- added to CPOMS	SLT	On going	N/A	To be decide in response to tracking
Pupil progress meetings to discuss pupil groupings and school tracking of attainment and actions to close any gaps that are identified and impact measures.	SLT and Class Teacher	Ongoing	To be decided	£5000 CPD budget
School identifies additional resources on the schools provision map to target closing the gap for pupil groupings	SLT	Ongoing	To be decided	Intervention Budget and Tuition Budget

Frodsham Primary Academy ACTION PLAN 2023-2025

Key Principles: Belonging, valuing diversity, equity, strong and positive relationships

Lead person (s): Zoe Hayes

Standard	Action	How will it be monitored	Who is responsible	Time frames
The school maintains regular, proactive consultation with all parents/carers, pupils and community groups aimed at closing the attainment gap.	Record attendance at parents evening	Register numbers who attend.	Class teachers/ Admin	Every parents' evening – 3x per year plus drop in
	Increase attendance at parents meetings by 10 % by targeting parents who are reluctant to engage	Letter home for non-attenders	SLT/ class teachers/ admin	Every parents' evening – 3x per year
	Ensure both parents who are separated continue to receive documents/information from school.	Pastoral lead to actively engage parents in the sessions	Class teachers	Every parents' evening – 3x per year
The school organises opportunities for and participates in, regular intercultural exchanges aimed at promoting good community relationships	Actively invite parents to PTA		Curriculum lead	All Ongoing
	Establish links with a school in another region	Various projects, assemblies, displays around school,	Teacher/TA lead	
Plan additional opportunities through the curriculum that help children to find out about the customs and traditions of different cultural backgrounds	<ul style="list-style-type: none"> National and International topics Multicultural Arts work Religious festivals/ celebrations Themed assemblies Educational visits 	Parents invited to events Displays Evidence on website	SLT Subject leads	All Ongoing
To become familiar with the schools' vision of a diverse, inclusive, tolerant and equitable society and the promotion of British Values. This links is with our whole school values.	Displays in classrooms <ul style="list-style-type: none"> Curriculum School Council Play/sports leaders development Visitor assemblies Additional artefacts Celebrating event days ie. Mental Health week, Anti bullying week 	Embedding of cultural diversity in each class room	Class Teachers	On going
		Displays in each class room and central displays		Class Teachers/TA leader
		Visit to Houses of Parliament		
School curriculum and long term, medium and short term planning and resources actively contribute to the development of pupils' sense of identify through knowledge and understanding of diversity	Review all curriculum mapping across primary school	Monitoring	SLT	Ongoing
	Research different models of inclusive creative curriculum	Website hits	Governors	
		Parent/ children surveys	Class teachers	

	<ul style="list-style-type: none"> Use appropriate relevant resources that are representative of our diverse community Sustain children community enjoyment e.g. Fund raising e.g. St.Roccas, volunteer work, e.g. choir singing, Young Voices, 		<p>Learning mentor</p> <p>Parents to view New curriculum (website)</p>	
Have opportunities to enjoy cultural and creative experiences that reflect and celebrate UK's increasing diversity.	<ul style="list-style-type: none"> Cultural days, international day, International day Art, music, Summer Fair, reciprocal visits to South Africa 	Quality team/ SLT monitoring	PTA/SLT/ class teachers	Ongoing
The school works with local MAT schools and wider networks to ensure pupils have access to a rich, broad and personalised curriculum.	<ul style="list-style-type: none"> Meet regularly with link teachers Parents informed through newsletter and website Provision monitored and reviewed Interschool sporting events and visits 	<p>Subject co-ordinators/ Class teachers meet with staff</p> <p>Sharing of good</p>	<p>SLT</p> <p>Class teachers</p> <p>SENDCO</p>	On Going
All staff have received regular training to deal with inequality, bullying and racist all groups, gender, SEN, race, religion and belief, disability, sexual orientation or gender reassignment as part of our annual safeguarding training around the 9 protected characteristics.	<ul style="list-style-type: none"> To continue to closely monitor and log any racially and homophobic motivated incidents Anti-bullying week in November All staff to act as role models challenging offensive terminology and following school protocols and policies and reporting it to SLT CEOP training staff, parents and working with children 	<p>To continue to closely monitor and log any racially and homophobic motivated incidents</p> <p>Anti-bullying week in November All staff to act as role models challenging offensive terminology and following school protocols and policies and reporting it to SLT CEOP training staff, parents and working with children</p>	<p>Assembly PSHE/lessons</p> <p>Inset session on dealing with incidents</p>	SLT
Governors and staff know their responsibilities under relevant legislation	<ul style="list-style-type: none"> Meeting with SLT to discuss issues of equality All staff have copy of staff Code of Conduct. All staff to attend initial and refresher training in regards to safeguarding and inclusion. Discriminatory practice challenged Governors to read and understand Equalities policy annually 	<p>Meeting with SLT to discuss issues of equality</p> <p>All staff have copy of staff Code of Conduct</p> <p>All staff to attend initial and refresher training in regards to safeguarding and inclusion.</p> <p>Discriminatory practice challenged</p> <p>Governors to read and understand Equalities policy annually</p>	<p>Induction check lists completed</p> <p>Training takes place</p> <p>Governing Committee meetings minutes</p>	<p>SLT and class teacher's</p> <p>All Staff</p> <p>Governors</p>

Reach out to groups within the school community, PTA,	<ul style="list-style-type: none"> • Meet to plan greater diversity of events • Parent Workshops/ transition meetings etc. • Display demonstrating different backgrounds and family structures e.g. stonewall material 	<p>Range of displays which promote and recognise diversity</p> <p>Appropriate texts found and used across school.</p>	<p>SLT and class teacher's All Staff Governors</p>	On Going
Further develop aspects of Family Learning	<ul style="list-style-type: none"> • To continue to support parents learning, workshops, support groups 		SLT/ Governors	On Going