



# Norton St Nicholas CofE (VA) Primary School

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## Equality Policy

### Purpose

This policy is required to ensure that the school complies with equality legislation. The school recognises that it has to make special efforts to ensure that all groups prosper, including: those with special educational needs; who have difficulties in accessing the school's facilities or services; who speak English as an additional language; who have frequent moves and lack stability leading to time out of school (e.g. children in care); who as children are caring for others; who come from homes with low income and/or inadequate home study space; who experience bullying, harassment or social exclusion; with low parental support or different parental expectations; with emotional, mental and physical well-being needs; who exhibit challenging behaviour; who come from minority ethnic groups including travellers, refugees and asylum seekers.

**Main outcome:** To adhere to the Equality Act 2010

### Relationship to other policies

This policy relates to the health and safety, Inclusion, curriculum, child protection, recruitment, selection and retention of staff, and pupil discipline policies.

### Roles and responsibilities of Headteacher, other staff, governors

The **Headteacher** will ensure that a school culture and ethos is established, maintained and developed which:

- celebrates diversity/equality and achievement;
- promotes high expectations, positive attitudes towards disabled people and those of different ethnic groups/religions;
- listens to and involves pupils, parents, carers and staff;
- communicates behaviour expectations;
- ensures that it welcomes applications for school places and jobs from all sections;
- ensures that incidents are reported, analysed, addressed swiftly and effectively, and reported on and that all termly returns to the LA on racial incidents and anti-bullying are accurate and submitted on time.

Together the Headteacher, other staff, governors will ensure that school policies and practice do not discriminate, directly or indirectly, against adults or pupils in the school; that the school where possible, is accessible to all; and that positive role models and a wider perspective will strengthen the school.

The **staff** will actively implement this policy and the equalities plan, and support the monitoring of impact

The **governing body** will:

- incorporate equality targets into the school plan;
- designate a lead governor for equality issues;
- use its power to nominate governors to ensure its composition reflects the community it serves;
- encourage parents and staff from all ethnic groups when recruiting to the governing body;
- apply the principles of best value without discrimination when purchasing goods and services;
- monitor and evaluate the implementation and impact of this policy using the outcomes to inform future plans;
- review the issues arising from termly data returns submitted to the LA and consider any actions or issues arising;
- disseminate the outcomes of evaluation to the whole school community, together with a summary of the action to be taken;
- ensure policies adhere to the Equality Act 2010.

The governing body expects all members of the school community to be committed to this policy, and that visitors will comply with it. It accepts responsibility for ensuring that this policy is implemented in every aspect of school life. If there is a breach of the policy, the school will take appropriate action.

**Arrangements for monitoring and evaluation**

The governing body will monitor the pattern and frequency of equality related incidents. It will receive reports from the Headteacher and staff that enable evaluation of the relevance of provision for dealing with equality related incidents – defined as any incident which is perceived by the victim or any other person to contravene this policy. Serious breaches constitute criminal offences.

**Written: 2011**

**Reviewed: Sept 2014**

**Next Review Date: Sept 2017**

***This policy has been reviewed and has been assessed as being compliant with the requirements of the Equality Act 2010***