



CASTLE PARK SCHOOL
Learning For Life

SINGLE EQUALITY SCHEME

2017 – 2021

SIGNED: (Chair)

DATE: 2nd December 2017

SINGLE EQUALITY STATEMENT

To meet the requirements of the Public Sector Equality Duty, this school is required to consider how our policies, practices and day-to-day activities impact on pupils and staff. We are required to have “due regard” to the need to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity;
- Foster good relations.

At Castle Park School (hereinafter referred to as ‘the school’), we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from our school, irrespective of race, gender, disability, faith or religion or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to our school feel proud of their identity and can participate fully in school life.

We have taken an organisational approach and have ensured that all equality strands are part of the work of our school, particularly in relation to creating policy and practice around both delivery of our service and employment but also in relation to other functions such as setting budgets and making appointments.

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 inclusivity. We will tackle discrimination by the promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

The Single Equality Scheme (SES) to which this Statement relates also highlights how our school has worked with and listened to the staff, pupils, parents and carers to inform development of objectives and the need and commitment required to ensure the Scheme is a success. This is underpinned by a commitment to promoting positive relationships and understanding between all groups within our school community.

The SES sets out how pupils with the following protected characteristics will be protected in our school from harassment and discrimination:-

- Disability
- Gender
- Race
- Religion and belief
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity

This Scheme extends, however, to cover all aspects of vulnerability, including those associated with socio-economic factors (e.g. pupils from low income families), Children Looked After and those with Child Protection plans.

As well as delivering high quality services to our pupils, the school is also committed to be a good employer and as such the Scheme outlines how we meet our duties in terms of recruitment and selection practices. We are committed to be fully inclusive of all community users, including parents. As such, the Scheme therefore also sets out how we will work to overcome discrimination related to the other protected characteristics:-

- Age
- Being married or in a civil partnership

Part 2 of our Single Equality Scheme (information to demonstrate compliance with the public sector equality duty) will be reviewed, updated and published annually with the subsequent objectives (Part 3) being prepared and published at least every 4 years.

Signed:	<i>(Head teacher)</i>	Date:	
Signed:	 <i>(Chair of Governors)</i>	Date:	2.12.17

PART 1 - SINGLE EQUALITY SCHEME

1. Aims of the Single Equality Scheme

- To articulate this school's commitment to equality which permeates all school Policies and practices
- To ensure that everyone who belongs to, or comes into contact with, our school community is valued and respected
- To promote equality of opportunity and eliminate unlawful discrimination, harassment or victimisation
- To comply with statutory duties under equalities legislation in one document

2. Purpose of the Equality Scheme

This Equality Scheme is our school's response to the specific and general duties in the current equality legislation, which has been brought together under the Equality Act 2010. It is an attempt to capture how we are systematically establishing and implementing good practice in equality and diversity.

This Equality Scheme sets out how we will:

- develop and review the Scheme and our objectives with appropriate timescales for the future
- eliminate discrimination
- eliminate harassment or victimisation related to any aspect of social identity or diversity;
- promote equality of opportunity;
- promote positive attitudes to all aspects of social identity and diversity;
- encourage participation by disabled people and people representing different aspects of social identity in public life;
- take steps to take account of difference even where that involves treating some people more favourably than others;
- take proportionate action to address the disadvantage faced by particular groups of pupils.

3. Planning to Eliminate Discrimination and Promote Equality of Opportunity

This Scheme is underpinned by the core belief that all children and young people belong to their local community and share the same rights to membership of that community and a quality education. An Action Plan linked to our objectives accompanies this Equality Scheme which identifies what we will be doing over the coming year and beyond to make our school more accessible to the whole community, irrespective of background or need. (See Part 3).

It encompasses our duties to promote positive outcomes in relation to race, gender and disability, but also identifies actions to address other social identities. It encompasses our anticipatory duties to plan ahead for the reasonable adjustments (reasonable and proportionate steps to overcome barriers that may impede some pupils) we need to make to be best placed to help disabled pupils or visitors who come or may come to our school.

The Objectives and Action Plan complement and refer to the school's Accessibility Plan as it sets out how we will increase access to education for disabled pupils, alongside other protected groups, in the following three areas:

- increasing the extent to which disabled pupils can participate in the school curriculum;
- improving the environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services;
- improving the delivery to disabled pupils of information which is provided in writing for pupils who are not disabled.

The action plan is reviewed annually, and progress towards the equality objectives reported to the Governing Body. Equality objectives have been identified through consultation with key stakeholders including pupils, parents, governors, staff and others in the community.

Our Single Equality information report and our objectives are understood and implemented by all staff and are published on the school website. It will be made available in different formats and in different languages on request to the school office.

4. Roles and Responsibilities for Implementing the Single Equality Scheme

The Governing Body

The Governing Body will:

- ensure that our school complies with all relevant equalities legislation;
- recommend all governors receive up-to-date training in all equalities duties;
- designate a governor with specific responsibility for the Single Equality Scheme;
- draw up, publish and implement our school's equality objectives;
- establish that the action plans arising from the Scheme are part of our School Development Plan/Termly Action Plan;
- support the Headteacher in implementing any actions necessary;
- ensure that people are not discriminated against when applying for jobs at our school on grounds of race, gender, disability, faith/religion, age, gender reassignment etc.
- take all reasonable steps to ensure that our school environment gives access to people with disabilities, and strive to make school communications as inclusive as possible for parents, carers and pupils;
- welcome all applications to join our school, whatever a child's socio-economic background, race, gender, disability, faith/religion etc.;
- ensure that no child is discriminated against whilst in our school because of their race, gender, disability, faith/religion etc.;
- inform and consult with parents about the Scheme;
- evaluate and review the information supporting the Scheme annually;
- evaluate the objectives and action plan at least every 4 years.

The Headteacher (or Senior Leader responsible for equalities):

The role of the Headteacher or other senior leader is to:

- ensure that staff and parents are informed about the Single Equality Scheme;
- ensure that staff understand the broad legal definition of disability;
- ensure that the Scheme is implemented effectively;
- manage any day to day issues arising from the Scheme whether for pupils, for our school as an employer or for our local community;
- ensure staff have access to training which helps to implement the Scheme;
- monitor the Scheme and report to the Governing Body at least annually, on the effectiveness of the Scheme, Objectives and Action Plan;
- ensure that the SLT are kept up to date with any development affecting the Scheme/Action Plan arising from the Scheme;
- provide appropriate support and monitoring for all pupils and specific and targeted pupils to whom the Scheme has direct relevance, with the assistance from relevant agencies;
- ensure that all appointment panels give due regard to this plan, so that no one is discriminated against when it comes to employment or training opportunities;
- promote the principle of equal opportunity when developing the curriculum, and promote respect for other people and equal opportunities to participate in all aspects of school life;
- regard all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, with due seriousness and in accordance with the Whole School Behaviour Policy and procedures;
- report any incidents of racism in accordance with the Equality Act;
- deal with complaints of discrimination and harassment speedily and notify complainants of the outcome and actions taken;
- in the event of expectations not being met, ensure action is taken in accordance with the status of those involved e.g. pupil, member of staff, volunteer etc.

All Staff: teaching, non-teaching and other adults involved with our School

All staff, both paid and unpaid are required to:

- accept that this is a whole school issue and support the Single Equality Scheme;
- be aware of the Single Equality Scheme and how it relates to them;
- keep themselves up-to-date with relevant legislation and attend school organised training and information events;
- make known any queries or training requirements;
- ensure that all pupils are treated fairly, equally and with respect, and maintain awareness of our school's Equality Scheme and objectives;
- strive to provide material that gives positive images based on race, gender and disability, and challenges stereotypical images;
- ensure that pupils from all protected groups are included in all activities and have full access to the curriculum;
- promote equality and diversity through teaching and through relations with pupils, staff, parents, and the wider community;
- know how to deal with incidents of concern, and how to identify and challenge bias and stereotyping;
- know procedures for reporting incidents of racism, harassment or other forms of discrimination.

Pupils:

Pupils will:

- be involved in the development of the Scheme and will understand how it relates to them, appropriate to age and ability;
- be expected to act in accordance with any relevant part of the Scheme;
- experience a curriculum and environment which is respectful of diversity and difference and prepares them well for life in a diverse society;
- understand the importance of reporting discriminatory bullying and racially motivated incidents;
- ensure the peer support programme within our school promotes understanding and supports pupils who are experiencing discrimination.

5. School Aims Statements

Staffing and Employment

We comply fully with legislation which protects our staff (including teachers, teaching assistants, supervisors, student teachers) and other adults working in our school, from discrimination based on the protected characteristics. To do this we will:

- ensure that our staff are trained to help them understand their equality duties and/or the differing needs of protected groups within our school community and have mechanisms in place to identify areas for development;
- make such reasonable adjustments as are necessary to prevent a disabled person being at a substantial disadvantage in comparison with people who are not disabled;
- monitor recruitment and retention;
- invest in continued professional development opportunities for all staff;
- make efforts to ensure that the diversity of our workforce reflects that of our local community and wider society;
- not enquire about the health of an applicant until a job offer has been made or require job applicants to complete a generic 'all encompassing' health questionnaire as part of the application procedure unless the questions are specifically related to an intrinsic function of the work – for example ensuring that applicants for a PE teaching post have the physical capability to carry out the duties;
- ensure the safety and well-being of our staff and take seriously and act on incidents of harassment and discrimination recognising that our staff may be either victims or perpetrators.

Pupils' Attainment and Progress

We expect the highest possible standards. Staff have high expectations of all pupils and continually challenge them to reach higher standards.

The school recognises and values all forms of achievement. We will monitor and analyse pupil performance by ethnicity, gender, disability and special educational need and social background. Any disparities which are identified will be addressed through targeted curriculum planning, teaching and support.

Curriculum Development and Delivery

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, disability and special educational need and social background and action any gaps;
- encourage pupils to become independent and assist them in taking responsibility for the management of their own learning and behaviour;
- 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 the school, 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;
- promote activities that celebrate our common experience as well as those that recognise diversity generally and foster understanding and respect for the culture and faith of all our pupils and their families;
- use self-assessment as a teaching-learning strategy, and we will provide all pupils with opportunities to take responsibility for their own learning through regular reflection and feedback on their progress;
- seek to involve all parents and carers in supporting their child's education;
- encourage classroom and staffroom discussion of equality issues which reflect on social stereotypes, expectations and their impact on learning;

Pupil Welfare and Pastoral Care

We aim to promote the health, safety and welfare of all the children and staff providing a caring and supportive pastoral system that takes account of their needs. To do this we will:

- develop and continually review a Health, Safety and Welfare Policy document;
- ensure that the details of this Scheme are shared with all staff both teaching, non-teaching and ancillary staff;
- expect all staff and volunteers working in the school to foster a positive atmosphere of mutual respect and trust among boys and girls from all ethnic groups and range of abilities;
- challenge stereotypes and foster pupils' critical awareness and concepts of fairness, enabling them to detect bias and challenge inequalities;
- take account of religious, cultural and ethnic differences, special educational needs, disability and the experiences and needs of all pupils, throughout our pastoral support;
- provide appropriate support for pupils learning English as an additional language and encourage pupils to use their home and community languages to enhance their learning;
- give appropriate support (using external agencies where required) to victims of harassment and bullying. The perpetrators are dealt with in line with the Whole School Behaviour Policy and are provided with relevant support to consider and modify their behaviour;

- ensure that guidance and support for pupils is delivered in a way that does not discriminate against pupils with the unseen (visual, hearing, mobility, cognitive and prone to seizure) impairments;
- ensure that appropriate and discreet facilities are available for those pupils who require personal or intimate care to protect their dignity and foster respect for their individual needs where necessary;
- ensure that staff are empowered to raise any concerns with the Senior Leadership Team relating to their health, safety and welfare by promoting well-being strategies among staff;
- expect work experience providers to demonstrate their commitment to equality, including disability, gender, race, faith/religion, gender reassignment etc. equality.

The Quality of Provision – Curriculum and Other Activities

We aim to provide an appropriate curriculum for pupils of all backgrounds. To do this we will:

- monitor and evaluate its effectiveness through attainment and progress analysis and pupil target setting;
- ensure that all pupils are given the opportunities to participate in the curriculum of the school;
- develop and continuously monitor a curriculum which builds on pupils' starting points and is differentiated appropriately to ensure the inclusion of:
 - boys and girls
 - pupils learning English as an additional language
 - pupils from minority ethnic groups, including Gypsies and Travellers
 - pupils who are gifted and talented
 - pupils who are undergoing gender reassignment
 - pupils with special educational needs
 - pupils with a disability
 - pupils who are looked after by the Local Authority
 - pupils who are at a risk of disaffection and exclusion
 - lesbian, gay or questioning young people
 - pupils who are the subject of child protection and child in need plans
- ensure that each area of the curriculum is planned to incorporate the principles of equality and to promote positive attitudes to diversity. All subjects contribute to the spiritual, moral, social and cultural development of all pupils;
- deliver a curriculum which reflects and values diversity. It encourages pupils to explore bias and to challenge prejudice and stereotypes;
- ensure extra-curricular activities and special events e.g. school performances, cater for the interests and capabilities of all pupils and take account of parental preferences related to religion and culture;
- ensure educational visits and excursions take account of the capabilities of all pupils including both physical and cognitive disabilities and cultural differences;
- make use of web-based technologies (eg. Websites, apps etc) to support a high-quality learning and teaching experience. This is delivered to all our pupils irrespective of disability (e.g. visual, hearing, mobility, cognitive and prone to seizure impairments).

Behaviour and Attendance

We expect high standards of behaviour from all pupils as appropriate for their developmental level, all staff and others who are working or connected with the school. Details of these expected standards are set out in the school's Behaviour Policy.

Through our school ethos and curriculum, we want our pupils to understand better the diversity that exists in society. We want to provide opportunities for them to explore the subtleties and complexities to prevent and respond to incidents and situations. We will address the experience, understanding and needs of the victim, the perpetrator, bystanders and the wider school community through our actions and responses. To ensure that the School's Behaviour Policy and associated policies are equitable, we:

- have procedures for disciplining pupils and managing behaviour that are fair and applied equally to all. All staff are expected to operate consistent systems of rewards and sanctions;
- recognise that cultural background and disability may affect behaviour. Our school takes this into account when dealing with incidents of unacceptable behaviour;
- recognise that hate incidents or prejudice-based bullying behaviour is driven by negative assumptions, stereotypes or misinformation. These are then directed against an individual or group, based on difference (real or perceived), and linked to, for example, racism, homophobia, negative views of disabled people or sexism. We will act to prevent, challenge and eliminate any such behaviour;
- have clear procedures in place so that all forms of bullying, including cyberbullying and sexting and harassment, including that related to racism, disability, sexism and homophobia, are dealt with promptly, firmly and consistently. All forms of harassment are recorded, monitored and dealt with in line with relevant school procedures;
- ensure that all staff are trained to deal effectively with bullying of all types, racist incidents, racial harassment and prejudice and are offered support in handling such matters;
- encourage staff to explore their own views and attitudes to difference and to monitor their practice in relation to this Scheme. Adults in school take care to lead through example, demonstrating high expectations of all pupils;
- will take steps to ensure that pupils, staff and parents are aware of policies and procedures for dealing with harassment. They know that any language or behaviour, which is extremist, racist, sexist, homophobic or potentially damaging to any minority group, is always unacceptable;
- provide information and advice (on request) regarding attendance and exclusion to parents/carers in accessible formats such as relevant community languages and large print;
- have strategies in place to reintegrate long-term non-attenders, those who are persistently absent and excluded pupils, which address the needs of all pupils e.g. school's Education Welfare Officer working with pupils and families;
- ensure that families are aware of their rights and responsibilities in relation to pupil attendance and absence and that cases are always followed up in a way that takes account of cultural issues or matters relating to a child's disability;
- make provision for leave of absence for religious observance, for staff as well as pupils;
- will fully support children with long-term medical needs who may have an erratic attendance because they are in and out of hospital or not well enough to attend school on a regular basis;
- expect full-time attendance of Traveller and Gypsy pupils whilst they are on the roll of the school.

Partnership with Pupils, Parents, Carers and the Wider Community

We have established good links with our local and wider community. We welcome them into our school. From them, we learn about equality issues outside school and can establish mechanisms for addressing them within school.

Participation is based on information gained about representation of different groups. We aim to do this as fully as possible whilst recognising issues of sensitivity in relation to the different protected characteristics. We take steps to ensure disabled children, young people and their parents are involved as is their entitlement. To do this we will:

- involve stakeholders including pupils, staff, parents and other users of the school in relation to all equalities duties;
- take into account the preferred means of communication for those with whom we are consulting e.g. translated materials or interpretation facilities for disabled people or those for whom English is an additional language or are newly arrived in this country;
- include representation from the widest range of relevant groups that we can reasonably achieve;
- monitor parental involvement and have continue to try to raise participation of under-represented groups of parents and sections of the community. Information and meetings for parents are made accessible for all;
- progress reports to parents are clearly written and free from jargon to encourage participation in their child's education. Where necessary, information is available in languages and formats other than English (upon request). Parents with a disability or with learning difficulties will be able to access school's information with assistance from the school office;

- parents are fully involved in the school-based response for their child with special educational needs, understand the purpose of any intervention or programme of action and are told about the parent partnership service when SEND is identified;
- encourage participation of under-represented groups in areas of employment e.g. through work experience placements;
- ensure that any informal events which we may hold are designed to include the whole community and at times may target minority or marginalised groups;
- work in partnership with parents and the community to address specific incidents and to develop positive attitudes to difference;
- ensure that the school's premises, grounds and facilities are equally available and accessible for use by all groups within the community.

Leadership and Management

We have a clear admissions policy and procedures which are in line with those issued by the DfES Schools Admission Code. Our aim is to ensure that our admission process is fair and equitable to all pupils. We will also ensure that our employment practices reflect equality and diversity. To do this we will:

- not discriminate against a disabled pupil in the arrangements we make for determining admission;
- admit pupils with already identified special educational needs. Pupils with education and health care plans (EHCP) will always be admitted unless, through the statutory assessment process, it is demonstrated that the school cannot meet their needs sufficiently;
- gather comprehensive information about pupils' ethnicity, first language, religion, physical needs, diet etc. either via the admissions forms;
- adhere to recruitment and selection procedures which are fair, equitable and in line with statutory duties of the Governing Body;
- will take steps to encourage people from under-represented groups to apply for positions at all levels in the school and ensure recruitment and selection processes are monitored;
- ensure that everyone associated with the school is informed of the contents of this policy. All staff and visitors must support the ethos of the school, promoting equality and challenging bias and stereotyping wherever they observe it;
- ensure that staff training continually highlights equality issues. Equality is incorporated into the induction programme for new staff;
- recognise and value the skills of all staff, including non-teaching and part-time staff. All staff are given status and support and are encouraged to share their knowledge.
- ensure that staff handbooks and regular professional development activities are available for all staff members to support their practice in relation to this policy;
- ensure that resources and displays in our school reflect the experience and backgrounds of pupils, promote diversity and challenge stereotypes. They are reviewed regularly to ensure that they reflect the inclusive ethos of the school e.g. the inclusion of images relating to minority ethnic and Gypsy and Traveller children; displays to be positioned at eye level, etc.

Linguistic Diversity

We recognise and celebrate the linguistic diversity in British society. We look for opportunities to enrich the curricular experience of all our pupils by:

- highlighting how English includes vocabulary and phrases from other languages;
- raising awareness of the similarities and differences between English and other languages;
- reflecting the multilingual nature of wider society in our resources and displays;
- acknowledging the differences in syntax with non-spoken forms of English e.g. British Sign Language.

Gender Equality

We are committed to combating sex discrimination and sexism and promoting the equality of women and men. We welcome the requirements of the Gender Equality duty and this section sets out our commitment to meeting the duty. We will give due regard to the need to:

- eliminate unlawful discrimination and harassment on the grounds of gender, including domestic violence, sexual violence, bullying and exploitation;
- promote equality of opportunity between women and men in all our functions;
- recognise that society has stereotypes for both women and men, and both women and men can lose opportunities because of these stereotypes;
- be aware that staff with caring and domestic responsibilities may need to work part-time or flexible working hours;
- work in partnership with other agencies to eliminate sexual harassment, domestic violence and other hate crimes;
- ensure the rights, under the Gender Recognition Act 2003, of transgender people (who have Gender Recognition Certificates).

Admissions and Exclusions

Our admissions arrangements are fair and transparent, and do not discriminate on race, gender, disability or socio-economic factors.

Exclusions will always be based on the school's Behaviour Policy. We will closely monitor exclusions to avoid any potential adverse impact and ensure any discrepancies are identified and action taken to eliminate these. In addition, we will:

- monitor exclusions by gender, ethnicity and special educational need. Background is also considered. Action is taken to address any disparities between different groups of pupils;
- take all reasonable steps to prevent the exclusion of a pupil for a reason related to any disability they may have.



PART 2 – Castle Park School – Single Equality information to demonstrate compliance with the Public Sector Equality Duty

1. Our School Profile

Castle Park School is an average sized primary academy, part of the Kendal Primary Multi Academy Trust (KPMAT). The number on roll is 285 pupils (September 2017). The percentage of pupils known to be eligible for free school meals (FSM) at any time during the past six years is 12% (September 2017), compared to the national average of 24% (DfE stats 2017).

Pupils with special educational needs and with an EHCP is high at 4.7%, compared to the national average of 1.3%. The percentage of pupils with SEND receiving school based support is lower than the national average. School figure is 8.1%, national figure is 12.2%.

Baseline assessment indicate that 73% of nursery children entered below age-related expectations in September 2017. As a result, attainment and maturity is wide-ranging. Similarly, 81% of reception children were below age-related expectations in their baseline assessments in September 2017. To address this inequality, we work with other pre-school settings to moderate assessment outcomes and identify actions to address these differences for pupils on entry to Castle Park School. In the term prior to starting school in September, all children who had applied to the school for a place are offered visits to the school to assist with transition and school entry. This allows them to settle into the school environment and enables the EYFS staff to get to know the pupils and to make initial assessments whilst forming relationships prior to the start of the new school year.

Our catchment area takes in Sandylands and extends to Heron Hill and the Castle estate and the areas around Sedbergh Road and Castle Green road. These areas include private and social housing and pupils come from a wide range of soci-economic backgrounds. The percentage of disadvantaged pupils in receipt of the pupil premium grant is 12.5%. The school deprivation indicator is 0.1% compared to 0.2% nationally. There are very few pupils from ethnic minority groups (5%) and only 4% of pupils have English as an additional language. A number of our pupils come from outside our official catchment area. They are attracted to our school because of its reputation, our provision for pupils with special educational needs and its extended school facilities. We have a breakfast club which operates from 7.45 a.m. each morning and an after-school club which operates to 5.45 each evening.

We have a range of vulnerable groups including those with safeguarding, special educational needs and disabilities and medical needs.

We are a non-denominational primary academy serving the local community within Kendal. Our vision and ethos focusses on developing the skills and attributes of the whole child to enable them to lead fulfilling lives.

We have a full staff complement, which includes teaching staff and many highly skilled support staff who work directly with pupils with SEND. The school has a highly experienced leadership team who work closely with the governing body and trustees to ensure the highest standards of education for all pupils.

The Local Authority manages admissions into Reception. When we are made aware of pupils who are joining the school with disabilities, we arrange to meet both the pupil and the parents and involve professionals from the Local Authority and the Health Authority to ensure that any adjustments required to the school building are made in readiness for the pupil starting school. Accessibility to the school is suitable for wheelchair users. The school is equipped to meet the needs of those with impaired hearing. We have two disabled toilets.

Information for parents and others is provided in written form. All information can be offered in alternative formats by request.

Recruitment procedures are based on those provided by the LA with all advertising being processed through the Local Authority Advertising Team.

2. Disability Equality Duties

Our commitment to disabled pupils, their families and staff's equality has a number of objectives:

We will promote equality for disabled people by:

- removing barriers to accessibility, particularly in relation to education, employment and access to services, information and buildings;
- ensuring we take their needs into account when procuring goods and services from our providers;
- promoting positive images of disabled people;
- challenging patronising or discriminating attitudes;
- making the environment as safe as possible for and challenging antisocial or bullying behaviour against, or harassment of, disabled pupils, staff and families.

We review access to education for disabled pupils by evaluating:

- the extent to which disabled pupils can participate in the school curriculum;
- the inclusion of positive images of disabled people across the curriculum;
- the environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services;
- the delivery of information to disabled pupils, to the standard of which is provided in writing for pupils who are not disabled.

Where improvements are identified following a review, these are actioned through respective governor's committees as appropriate, e.g. Disabled toilet would be actioned by the Premises, Health and Safety committee.

We welcome the requirements of the Disability Equality duty and this section sets out our commitment to meeting the duty. Our Scheme shows how we promote disability equality across all areas of the school, to disabled pupils, staff, parents, carers and other school users.

See Accessibility Policy

3. Racial Equality Duty and Community Cohesion

We recognise that Black, Asian and Minority Ethnic (BAME) people experience discrimination based on colour, race, nationality, religion and ethnic origin. Racial harassment and violence is one of the most serious consequences of racism, damaging people emotionally and physically and limiting life choices and opportunities.

The school will take all necessary measures to prevent and tackle racial harassment and assist BAME people to live in freedom from harassment and to feel safe as they enjoy and achieve throughout their education.

To comply with this duty, we will:

- keep accurate records of all ethnic and faith groups, their backgrounds and needs and how we respond to them;
- encourage dialogue between different racial groups and the school on the appropriateness of our educational provision;
- prevent racial discrimination, and to promote equality of opportunity and good relations between members of different racial, cultural and religious groups;
- encourage pupils and their families of all ethnic groups to participate fully in all aspects of school life;
- counter myths and misinformation that may undermine good community relations;

- ensure the school staff and other adults working within the school, pupils and their families as well as our partners and the wider community fully understand the principles of good race relations.

See Race Equality Policy

4. Gender Equality Duties

In accordance with our Single Equality Scheme, we welcome the requirements of the Gender Equality duty and this section sets out our commitment to meeting the duty. We will give due regard to the need to:

- Eliminate unlawful discrimination and harassment on the grounds of gender, including domestic violence, sexual violence, bullying and exploitation;
- Promote equality of opportunity between different gender groups in all our functions.

See Gender Equality Policy

5. Religion and Belief Equality Duties

We recognise that people can face discrimination because of attitudes in society towards the faith communities to which they belong. Faith-based hate crime has increased in recent years, developing a character that is distinct from race hate crime.

The school also recognises that a person's religious (or similar) beliefs may mean that they have different needs, demands and expectations, which require flexibility.

The school is committed to eliminating illegal discrimination and exclusion based on religion or belief.

Our school recognises the need to consider the duties which require us to assess the impacts of our policies, functions and procedures have on promoting equality for people based on their religion, belief or non-belief.

See the Collective Worship Policy and R.E. Policy

6. Sexual Orientation Equality Duties

We are committed to combatting discrimination faced by lesbians, gay men, bisexual people and transgender (LGBT). We aim to ensure equality of opportunity for LGBT people across services and employment.

We will respect the rights of individuals to be open about their sexual orientation, tackle homophobia, challenge stereotyping and improve knowledge about LGBT communities, both internally and to the community as a whole.

Our school recognises the need to protect pupils from unlawful discrimination and harassment on grounds of sexual orientation as required by the Equality Act 2010. We are committed to taking a proactive approach to preventing all forms of homophobia within the school and will assess the impacts of our policies, functions and procedures on promoting sexual orientation equality as part of the Equality Impact Assessment process.

We will deal with complaints of discrimination and harassment speedily and according to LA and national guidelines and notify complainants of the outcome and actions taken. *See the Sexual Orientation Policy.*



Castle Park School is a Stonewall Champion School. Staff have received training about how to combat homophobia, biphobia and transphobia as part of its anti-bullying education and policies. Staff understand how to meet the needs of LGBT pupils, ensuring they feel happy and supported at school. We promote a fully inclusive curriculum and work alongside partner organisations to champion LGBT inclusion in our school.

7. Pregnancy and Maternity Equality Duties

We recognise that the Equality Act 2010 now specifically includes the need to protect female students who are pregnant or who have recently given birth from discriminatory practices.

Female staff are already covered under existing employment legislation.

See the Pregnancy and Maternity Equality Policy

8. Complaints

If a member of the public feels that they have suffered harassment or being treated unfairly by the School because of their gender, colour, race, nationality, ethnic group, regional or national origin, age, marital status, disability, political or religious belief, sexual orientation or class they should report this through the School's Complaints Procedure.

Complaints by staff will be dealt with under the Grievance Procedure, as appropriate.

The school takes all external and internal complaints seriously and will not tolerate any form of discriminatory behaviours. Complaints about staff will be investigated using the appropriate procedures.

Monitoring complaints is also an alternative method of gathering information to establish whether the school is meeting its equality duties. The Governing Body will be made aware of complaints as they arise.

Part 3 – Equality Objectives – 2017 - 2020

Equality Objectives Plan

Link to Public Sector Equality Duty	Protected Characteristic/ Equality Group	Aim	Objective	Target Group (s): e.g. whole school, girls, boys, SEN, staff etc.	Action	Who's responsible?	Dates from and to:	Indicator of Achievement
All aims of duty	All	To ensure that Governors/trustees receive the opportunity to undertake equality training	Governors/trustees are fully aware of their equality duties	Whole School	Using the governor Skills Audit, identify which governors/trustees may require equality training; Liaise with Link Governor to source training.	Headteacher/ Clerk to Governors/Link Governor	November 2017 – July 2018	All governors/trustees are fully aware and ensure that these equality duties are met across the school in accordance with the latest equality legislation
All aims of duty	All	To designate a governor with specific responsibility for the Single Equality Scheme	To be the main point of contact for any SES queries	Whole School	The clerk to circulate information re the nomination of an SES governor; To be an agenda item at the December 2017 meeting to discuss and nominate a governor to have responsibility for the SES.	Clerk to Governors/Chair of Governors	December 2017	Designated Governor identified. Specific responsibilities outlined and minuted
All aims of duty	All	To publish and implement the school's reviewed SES of equality objectives	For all stakeholders to be aware of the SES and how to implement the school's equality aims	Whole School and all stakeholders	To review the existing SES; To amend and update the SES as necessary; To publish the school's SES on the website; To implement the SES across the school with appropriate staff training and raising of awareness; To implement the SES as appropriate to pupils and parents through planned curriculum opportunities.	Senior Leadership Team School Council School Business Manager (SBM)	November 2017 – July 2018	Improved awareness across the whole school of the school's equality objectives
All aims of duty	All	To designate a named member of staff to be the school's equality champion	A named staff member will have responsibility for managing the review and implementation of the SES throughout the school	Whole School	The Headteacher to designate the Deputy Headteacher (DHT) to be the school's equality champion.	Deputy Headteacher designated as school's equality champion	November 2017	Completed November 2017
All aims of duty	All	To ensure that the SES meets the needs of the school	To ensure the SES complies with equality legislation and the needs of all stakeholders	All stakeholders	Review SES annually; Published reviewed SES on school's website annually; Review Action Plans every 3 years.	Deputy Headteacher/ Clerk to Governors/School Office	December 2017 (and annually thereafter December 2020	Publishes scheme on the website Action plans reviewed every 3 years

<p>Eliminate unlawful discrimination, harassment and victimisation</p>	<p>All</p>	<p>Effective reporting systems for incidents of racism, bullying harassment or other forms of discrimination are established and understood by all stakeholders</p>	<p>All stakeholders understand and follow the school's procedures for reporting incidents of racism, bullying, harassment or other forms of discrimination</p>	<p>All stakeholders</p>	<p>Reporting procedures devised;</p> <p>Pupils, staff, parents and other stakeholders are made aware of the school's procedures for reporting incidents of racism, bullying harassment or other forms of discrimination;</p> <p>Stakeholders signposted to relevant policies eg. Race equality policy as points of reference;</p> <p>Reporting procedures outlined in the Staff Handbook;</p> <p>Pupils understanding of racism, harassment and other forms of discrimination increased through appropriate age-related curriculum opportunities, eg. PSHE lessons.</p>	<p>DHT/Class Teachers/PSHE Subject Leader</p>	<p>November 2017 – July 2018</p>	<p>Effective reporting systems enable issues of racism, bullying harassment or other forms of discrimination to be addressed and eliminated</p>
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Link to Public Sector Equality Duty	Protected Characteristic/ Equality Group	Aim	Objective	Target Group (s): e.g. whole school, girls, boys, SEN, staff etc.	Action	Who's responsible?	Dates from and to:	Indicator of Achievement
Eliminate unlawful discrimination, harassment and victimisation	Whole School	For all staff, to be aware of the school's HR Procedure for Harassment and Bullying	All staff will understand the procedure to be followed if they are being harassed or bullied or if they are aware that someone in school is being harassed or bullied	All staff	To review and adopt the school's Harassment and Bullying procedure annually as part of the school's suite of HR policies; To inform staff of the location of relevant policies in the Staff Handbook.	DHT/Governing Body	September 2017 and annually thereafter	All staff understand where to find relevant policies if they are being harassed or bullied and the key actions to stop it
Eliminate unlawful discrimination, harassment and victimisation	Whole School	For the School Council to be actively involved in understanding and promoting the SES. To understand how it relates to them, appropriate to age and ability and to promote the scheme to pupils across the school	To ensure that pupils have a better understanding of equality and how to combat racism, bullying, harassment and other forms of discrimination	All pupils	For the School Council to attend relevant, age appropriate training, organised by local secondary schools; The School Council to be trained as peer mentors to offer support to pupils who are victims or perpetrators of those things.	PSHE Subject Leader	November 2017 – November 2018	School Councillors will lead the implementation of the SES to pupils across the school; School Council will provide support to victims and challenge perpetrators through their Peer Mentoring Scheme; Pupils will feel confident to report instances of racism, bullying, harassment and other forms of discrimination; Perpetrators will understand the consequences of their actions through the school's behaviour policy sanctions.
Eliminate unlawful discrimination, harassment and victimisation	Whole School	To help all staff to understand their equality duties and/or the differing needs of protected groups within our school community	Greater understanding of the equality duties leading to reduced instances of discrimination	All staff, paid and unpaid	Ensure that the Staff Handbook reflects the school's equality policies.	DHT/Equalities Champion	November 2017 – July 2018	Instances of discrimination are eliminated
Eliminate unlawful discrimination, harassment and victimisation	Sexual Orientation/Race/ Gender Identity/ Disability/Religion or Belief	To prevent, respond and assist with all hate incidents and prejudiced based bullying	To reduce any incidents of hate and prejudiced incidents of bullying Accurate reporting	Minority, marginalised and vulnerable pupils and staff	To review and update policies and procedures as necessary; To investigate external support providers for victims of the above eg. School Counsellor/Staff Counsellor; To develop a recording system to monitor incidents of extremism, harassment, homophobic, sexism etc.	DHT/ Equalities Champion	November 2017 – July 2018	Pupils and staff feel safer in the knowledge that incidents will be dealt with promptly and fairly; Increase in staff training for anti-bullying; Increased staff confidence.

Advance equality of opportunity	Early Years	To identify actions to address the differences for pupils who are below age-related expectations in their baseline assessments on entry to School	To raise attainment on entry of nursery and reception children who enter school from other providers	Early Years pupils	<p>To form links and work with other early years providers in Kendal;</p> <p>To moderate outcomes for early years pupils in other providers to identify gaps in achievement;</p> <p>To work alongside other early years providers to raise attainment of nursery pupils.</p>	Early Years Team Leader/DHT	November 2017 - ongoing	Baseline assessments for nursery pupils are improved and more children will enter nursery and reception at Castle Park School meeting age related expectations.
Eliminate unlawful discrimination, harassment and victimisation	Sexual Orientation/Race/ Gender Identity/ Disability/Religion or Belief	For all stakeholders to be fully informed of duties and responsibilities under this equality scheme	All duties are met and that stakeholders are aware of how to meet those duties under the Equality Act of 2010	Whole School	<p>To review the following duties to ensure the school is meeting the needs of each group:</p> <ul style="list-style-type: none"> • Disability Equality • Racial Equality and Community Cohesion • Gender Equality • Religion and Belief Equality • Sexual Orientation Equality • Pregnancy and Maternity Equality • Anti-Bullying; <p>To review the policies associated with each of these duties and amend where required to make recommendations to the governing body and action any necessary changes with stakeholders.</p>	DHT	November 2017 – July 2018	No discrimination, bullying or harassment of identified minority groups. If this occurs, stakeholders are equipped with the knowledge and understanding of how to challenge such instances of bullying, harassment or discrimination.

Key Legislation Guidance for Schools

EQUALITY ACT 2010

On 1 October 2010, the Equality Act 2010 replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. It has consolidated this legislation and provides changes particular to Schools.

The Act protects staff, pupils and others from discrimination and harassment based on 'protected characteristics':

- Disability
- Gender
- Race
- Age (staff only)
- Religion and belief
- Sexual orientation
- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy and maternity

This relates to:

- Prospective pupils
- Pupils at the school
- In some limited circumstances, former pupils

Public Sector Equality Duties

Public sector equality duties are legal requirements on public bodies to have 'due regard' to the need to eliminate discrimination, advance equality of opportunity and promote good relations between people with different protected characteristics when they are exercising their public functions.

The purpose of the Equality Duties is not to be process driven and bureaucratic but rather an outcome based method of ensuring that schools are best meeting the needs of all their pupils. Prior to April 2011 maintained schools and Academies were bound by the three public sector equality duties to promote disability, race and gender equality.

The Equality Act 2010 introduces a *single* equality duty on public bodies. The single equality duty came into effect in April 2011 and has three main elements. In carrying out their functions, public bodies will be required to have due regard to the need to:

- Eliminate conduct that is prohibited by the Act,
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it,
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

New Protection in Schools

Protection against discrimination is now extended to pupils who are pregnant or have recently given birth, or who are undergoing gender reassignment.

Health Related Questions for Job Applicants

It is now unlawful for employers to ask health-related questions of applicants before a job offer, unless the questions are specifically related to an intrinsic function of the work. This means that schools should no longer, as a matter of course, require job applicants to complete a generic health questionnaire as part of the application procedure. DfE are considering the implications of this in relation to existing guidance for schools on establishing fitness and ability to teach (as required by the Health Standards (England) Regulations

2003). In the meantime, schools are advised to review their existing practices to ensure they are complying with both the Health Standards Regulations and Section 60 of the Equality Act 2010. Schools may decide to ask necessary health questions after job offer. In any case, they should ensure that any health-related questions are targeted, necessary and relevant to the job applied for.

Positive Action

New Positive Action provisions will allow schools to target measures that are designed to alleviate disadvantages experienced by, or to meet the needs of, pupils with protected characteristics. Such measures will need to be a proportionate way of achieving the relevant aim. Previously a school providing – for example – special catch-up classes for Roma children or a project to engage specifically with alienated Asian boys might have been discriminating unlawfully by excluding children who didn't belong to those groups.

Victimisation

It is now unlawful to victimise a child for anything done in relation to the Act by their parent or sibling.

Auxiliary Aids

The Act extends the reasonable adjustment duty to require schools to provide auxiliary aids and services to disabled pupils. At the time of writing, the relevant provisions of the Act relating to this area had not come into force. Schools will be advised of when this is the case.

Publication of the Scheme

Details of the school Scheme and the objectives must be published by 6 April 2012.

ACCESSIBILITY PLANNING

Accessibility planning is a statutory duty and can be incorporated into the Single Equality Scheme. Your Accessibility Plan can, if you wish, be provided as an Appendix to the Single Equality Scheme.

Schools must plan for:

- Increasing access for disabled children and young people to the school curriculum
- Improving access to the physical environment of schools; and
- Improving the delivery of written information to disabled children and young people

The first plans were required to be in place by April 2003. Therefore, as schools come to review their accessibility plans they should consider building these actions into their Equality Scheme.

Equality Impact Assessments (EqIAs) - Guidance

Some Frequently Asked Questions

What is an equality impact assessment (EqIAs)?

To enable children or people within our school community to be treated fairly and equitably, sometimes we must treat them differently. To identify how best to do this we have to think ahead and predict how to best serve the needs of the different groups within our school community. This is what equality impact assessment is all about.

Undertaking EqIAs is like undertaking health and safety risk assessments. It involves predicting and assessing what the implications of a policy or practice will be on a wide range of children or people with different and varied needs within the school community and trying to ensure they are not disadvantaged by it.

Our school community covers any person who is likely to use our school. This means pupils, parents, carers, staff, governors, volunteers and visitors to our school. It also covers anticipating the needs of possible future members of our school community.

What is meant by 'impact'?

Two possible impacts are considered as part of the process:

A negative or adverse impact

This is an impact which could disadvantage one or more groups within our school community. The disadvantage which is highlighted may be greater on one group than it is on another group.

For example:

- An open evening for pupils and parents and carers which is held in rooms that are only accessible by stairs will prohibit anyone with a mobility issue from attending the meeting.

In some cases, the disadvantage may be unavoidable – such as the reorganisation of a service to save money. EqIAs provide the opportunity to explore the disadvantage on different groups, question if the disadvantage is fair considering the circumstances and either find solutions or alternatives, or justify the decision in an open, transparent and informative way.

A positive impact

This is an impact that could be advantageous for one or more groups. This positive impact may be greater for one group than it is on another group.

For example:

- A targeted training programme aimed at developing women to be able to apply for leadership positions in secondary schools would have a positive impact on women but would not, however, necessarily disadvantage men.
- An intervention programme aimed at raising the attainment level of underachieving boys in English would have a positive impact on boys, but it would not necessarily disadvantage girls.

Identifying positive impact is a good way of promoting equality and to share good practice for example, between departments or year groups and schools.

Why should we undertake equality impact assessments?

Undertaking EqIAs is a legal requirement for schools under current race, disability and gender legislation. The purpose of the legislation is to improve the efficiency and effectiveness of public sector bodies, including schools, by anticipating the needs of service users and removing potentially anti-discriminatory practices. In

the case of schools, service users would include pupils, staff, parents, carers, governors, volunteers and visitors – anybody within our school community.

This means taking account of the needs of our school community in the development and review of any school policies and practices which are likely to affect them.

Undertaking EqlAs should not be a tick-box exercise. They should be considered a useful tool for mainstreaming equality into all our work. Services will improve through making improvements in the way policies are formulated and services delivered. This will enable barriers to be tackled and the needs of a diverse school population to be met. Our school community will also be aware that we are considering their needs at the planning stages.

What should be equality impact assessed?

We need to assess school policies or practices which are likely to affect children or people within our school community.

Written policies may be easy to identify but EqlAs also apply to practices and customary ways of doing things, even if they are not written down (e.g. arrangements for parent consultation events, arrangements for pupil extra-curricular activities).

In accordance with legislative requirements, an EqlA must be carried out on all policies and practices whether they are existing, being changed or are being proposed.

It is also important to remember that this includes proposals to changes in organisation structures, budget proposals and capital projects.

For example:

- **Impact on workforce of organisational change**

All staff should be treated fairly and equitably through any proposed change to the workforce. We may need to consider whether any groups of staff will be adversely affected by the proposed change. It is also important to be aware of the outcome of any change on the workforce profile. We may need to address any identified under-representation in the workforce profile as part of any future recruitment activity.

Ensure the EqlA process includes the recruitment, selection and appointment procedures for staff.

- **Impact on service provision**

If there is likely to be an impact on the way a service is provided because of any organisational change, we then need to ensure our EqlA considers the proposed changes in relation to how our school community will be affected and whether any negative impact can be justified.

What equality strands/groups should be covered by EqlAs?

Some groups may experience disadvantage, whether intentional or not because of characteristics specific to that group. These characteristics are known as equality strands. It is common practice to identify the characteristics into nine groups:

- Disability
- Gender
- Race
- Religion and/or belief
- Age (in relation to staff recruitment /selection)
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Marriage and Civil Partnership

Who is responsible for carrying out equality impact assessments?

The person(s) who holds responsibility for the policy is ultimately responsible for ensuring an EqIA is undertaken. The EqIA may be done in conjunction with or by a person who knows that area of work.

It may be helpful to have a team of people who can help with the process. Try to get a mix of staff at different levels to get different perspectives. Ensure that they have enough knowledge of the area being assessed to make valid judgements.

To ensure ownership at the most senior level all EqIAs should be signed off by a member of the senior management team and a member of the governing body.

When should Policies/Procedures be equality impact assessed?

All existing policies and practices should be reviewed on a three-year rolling programme. It can be done in conjunction with the three-year cycle of our own equality scheme.

By undertaking a policy mapping exercise, the school can prioritise which policies and practices have a higher priority for EqIAs based on their likely proportionate impact.

To make sure that decision makers are provided full and clear information about policy or service implications, all new or proposed policies or practices should have an EqIA before they are implemented.

What happens as a result of an EqIA?

If any potential adverse impact is identified, then policies and practices may have to be made amended as a result. If any adverse impact could amount to unlawful discrimination the policy or practice must be changed unless there is an objective, lawful reason to justify this.

The results of EqIAs can be used to set equality objectives leading to improvement in services and practices. These should be placed within our equality action plan(s), for example ensuring relevant school policies can be made available in alternative formats, as required.

Do I have to do a separate EqIA for every similar policy?

No – in fact it makes sense to review all similar policies together as part of an overall review. What the school is looking for is how those different policies, as well as the way the policy is delivered in practice, are affecting different groups within our school community. If we think it would be more manageable to review a large policy or policy framework on its own, then we can complete a separate EqIA – whatever makes the process manageable and meaningful for our school.

Do I need to do an EqIA on an adopted policy?

No - we don't need to repeat an EqIA on an adopted policy which has already been assessed if any amendments we have made would not result in a different impact. If there are any doubts as to whether the policy has been assessed, then the best route is to do our own EqIA.

Where can I obtain further information?

Further guidance about undertaking equality impact assessments can be found at the Commission for Equality and Human rights website: www.equalityhumanrights.com or the DfE via GOV.UK: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf

Equality Impact Assessment – Name of Policy/Procedure:

1. Identify the aims of the policy/procedure/service/function and how it is implemented.			
	<i>Key Questions</i>	<i>Answers/Notes</i>	<i>Actions required</i>
1.1	Is this an existing or new Policy/Procedure?		
1.2	Who defines or defined the Policy/Procedure?		
1.3	What is the objective or purpose of the Policy/Procedure?		
1.4	<p>In relation to the Protected Characteristics (Equalities Groups) is there anything in the Policy/Procedure or how the Service is delivered that could discriminate or disadvantage any of these groups?</p> <ul style="list-style-type: none"> • Disability • Gender • Race • Religion and/or belief • Age (in relation to staff recruitment /selection) • Sexual orientation • Gender reassignment • Pregnancy and maternity • Marriage and Civil Partnership 		
2. Assessment of Impact			
2.1	Have you identified any differential impact and does this adversely affect any of the Protected Characteristics (Equalities Groups)?		
NEXT STEPS/ACTIONS:			