

Kilburn Infant & Nursery School

PROTECTED CHARACTERISTICS EQUALITY POLICY

Purpose

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of 9 specific characteristics – referred to as ‘Protected characteristics’. This means that school cannot discriminate against anyone or treat them less favourably because of their age, disability, sex, marriage/civil partnership, race, pregnancy/maternity, sexual orientation, religion or belief, gender reassignment.

Schools are not required to teach about all of the protected characteristics in every year group. Schools will decide how to plan and deliver the knowledge and understanding in an age-appropriate way.

All schools should be able to demonstrate that no form of discrimination is tolerated and that pupils show respect for those who share the protected characteristics (See KINS ‘Protected Characteristics 9 areas Overview’).

Equality Act duties

The act requires all public organisations, including schools to comply with the Public Sector Equality Duty and two specific duties.

The **Public Sector Equality Duty** or “general duty”

This requires all public organisations, including schools to

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

Two “specific duties”

This requires all public organisations, including school to

1. Publish information to show compliance with the Equality Duty
2. Publish Equality objective at least every 4 years which are specific and measurable

This policy describes how the school is meeting these statutory duties and is in line with national guidance. It includes information about how the school is complying with the Public Sector Equality Duty and also provides guidance to staff and outside visitors about our approach to promoting equality.

Appendix 1: Kilburn Infant School’s ‘Equality Objectives’ 2024 - 2028

OFSTED

The OFSTED inspection framework places a strong focus on improving the learning and progress of different groups and on closing gaps in progress and achievement.

OFSTED also has a statutory duty to report on the outcomes and provision for pupils who are disabled and those who have special education needs.

What we are doing to eliminate discrimination, harassment and victimisation

- We take account of equality issues in relation to admissions and exclusions; the way we provide education for our pupils and the way we provide access for pupils to facilities and services.
- We are aware of the Reasonable Adjustment duty for disabled pupils – designed to enhance access and participation to the level of non-disabled pupils and stop disabled children being placed at a disadvantage compared to their non-disabled peers.
- The Headteacher ensures that all appointment panels give due regard to this policy so that no one is discriminated against when it comes to employment, promotion or training opportunities.
- We 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 take seriously the need to consider the equality implications when we develop, adapt and review any policy or procedure and whenever we make significant decisions about the day to day life of the school.
- We actively promote equality and diversity through the curriculum and by creating an environment which promotes respect for all.
- Our admissions arrangements are fair and transparent, and we do not discriminate against pupils by treating them less favourably on the grounds of their protected characteristics

Prejudice and Bullying

We challenge all forms of prejudice and prejudice-based bullying:-

- Prejudices around disability and special educational needs
- Prejudices around race, religion or belief, for example anti-Semitism and Islamophobia, Travellers, migrants, refugees and people seeking asylum
- Prejudices around gender and sexual orientation, including homophobic and transphobic attitudes

We treat all bullying incidents equally, and use our 'Anti-Bullying Policy' to deal with allegations and concerns of bullying.

Fostering good relations

- We prepare our pupils for life in a diverse society and ensure that there are activities across the curriculum that promote the spiritual, moral, social and cultural development of our pupils
- We teach about difference and diversity and the impact of stereotyping, prejudice and discrimination through PSHE and citizenship and across the curriculum
- We use materials and resources that reflect the diversity of the school, population and local community in terms of race, gender, sexual identity and disability, avoiding stereotyping
- We promote a whole school ethos and values that challenge prejudice based discriminatory language, attitudes and behaviour
- We provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- We include the contribution of different cultures to world history

Roles and Responsibilities

We expect all members of the school community and visitors to support our commitment to promoting equalities and meeting the requirements of the Equality Act.

Governing Board

The Governing Body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented.

Every Governing Board committee keeps aspects of the school's commitment to the Equality Duty under review, for example, in terms of curriculum, admissions, exclusions, personnel issues and the school environment.

Headteacher

The Headteacher 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.

Teaching and Support Staff

All teaching and support staff will:

- Promote an inclusive and collaborative ethos in their classroom
- Challenge prejudice and discrimination
- Deal fairly and professionally with any prejudice – related incidents that may occur providing materials that give positive images in terms of race, gender and disability
- Maintain the highest expectations of success for all pupils
- Support different groups of pupils in their class through differentiated planning and teaching

Visitors

All visitors to the school, including parents and carers are expected to support our commitment to equalities and comply with the duties set out in this policy.

Equal Opportunities for Staff

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

- All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law
- We ensure, whenever possible, that the school reflects community diversity
- As a school we strive to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our staff
- We respect the religious beliefs and practice of all staff, pupils and parents and comply with reasonable requests relating to religious observance and practice but reserve the right as a DfE and Local Authority school to provide the whole Early Years or National Curriculum to all pupils

- We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development

Links with additional school policies

All policies of Kilburn Infant & Nursery School are reviewed and adopted by the Governing Body on a three-year cycle. All policies are available to view on request to the Head teacher, and some policies are sent out annually to parents/carers.

Many policies, practices and procedures are inter-related, including:

Accessibility; Administering Medicines; Admissions; Anti-bullying; Arts; Asthma; Assessment; Behaviour; Behaviour Principles; Breast Ironing; British Values; CCTV; Charging; Child Protection; Code of Conduct; Complaints; Confidential Reporting Code; Critical Incident Management Plan; Curriculum; Data Protection; Debt Management; Disciplinary Procedure for School Staff; Dinner Money; Disability; Drugs; Educational Visits; Exclusion; External Contributors; EYFS; First Aid; Financial Regulations; Financial Procedures; Food; Freedom of Information; Governors' Expenses; Grievance; Health & Safety; Homework; Home + School Agreements; Intimate/Personal Care; IT & Disaster Recovery; Lockdown Procedures; Looked After Children; Managing Allegations; No Smoking; Online Safety; Pay; Peer on Peer abuse; PSHE; Physical Intervention; Promoting British Values; Protected Characteristics; Private Fostering; Recruitment; Redundancy; Relationship, Sex & Health (RSHE); School Privacy Notice; School Travel Plan; SEN; SMSC; Statement of Internal Control; Stress Management; Supporting Pupils with Medical Conditions; Tackling Extremism & Radicalisation; Teacher Appraisal; Uniform & Appearance; Vexatious Complaints; Violence; Violent & Abusive Visitors; Zero Tolerance

Dissemination, Responsibility & Reviews

All relevant members of staff and the school community will receive a copy of this policy. Policy reviews/amendments will include statutory changes, and school community feedback and ideas.

The Head teacher and relevant staff will keep up to date with developments in this area by attending all relevant training, accessing literature, and cascading information to the school community.

J. Baillie
Head teacher

Policy reviewed by Governors: **Summer 2024**

Appendix 1:

Equality Objectives 2024-28

The objectives which we have identified represent our school's priorities and are the outcome of a careful review of and analysis of school data. They also take into account national and local priorities and issues to address the disadvantage faced by particular groups of pupils e.g. disability

Kilburn Infant & Nursery School – Public Sector Equality Duty Objectives

- To eliminate unlawful discrimination, harassment and victimisation
- To advance equality of opportunity between different groups
- To foster good relations between different groups

Kilburn Infants & Nursery School – Equality Objectives

2024-28

- To 'close the gaps' for all pupils with disabilities from starting points in Communication & Language, Reading, Writing & Phonics.
- To tackle prejudice and promote understanding in relation to pupils with disabilities.