

Houghton Primary School

Equality at Houghton Primary School

At Houghton Primary School we have due regard for equalities. This policy statement details how this statutory duty is met and also details our published Equality Objectives.

Data

The school has data on its composition broken down by year group, ethnicity and gender. This is contained within SIMs, EYFS Profile and Target Tracker. The school has data on its composition broken down by types of impairment and special educational need. This is contained within SIMs and within the Register of Special Needs/Disability.

The school has data on inequalities of outcome and participation connected with ethnicity, gender and disability. This is contained within SIMs, EYFS Target Tracker and the governments 'Analyse School Performance' data.

The school uses data on inequalities of outcome and involvement when setting itself objectives for achievable and measurable improvements e.g. in terms of attendance and attainment.

Documentation and record-keeping

There are statements of the school's responsibilities under the Equality Act in various school documents including the School Prospectus.

There are references to the school's responsibilities under the Equality Act in the minutes of governors meetings and in documentation relating to professional development meetings.

Responsibilities

The Headteacher has special responsibility for equalities matters. A member of the governing body has a watching brief for equalities matters.

Staffing

The school's programme for continuing professional development (CPD) includes reference to equalities matters, both directly and indirectly.

There is good equal opportunities practice in the recruitment and promotion of staff, including support, teaching and administrative staff.

Behaviour and safety

At Houghton Primary School there are clear procedures for dealing with prejudice-related bullying and incidents.

Pupil and parent surveys include the opportunity to feedback on pupils well-being including feeling safe from all kinds of bullying.

Curriculum

At Houghton Primary School a broad and balanced curriculum, is available to all pupils. There is coverage in the curriculum of equalities issues, particularly with regard to tackling prejudice, promoting community cohesion and mutual understanding.

There are activities across the curriculum that promote pupils' spiritual, moral, social and cultural development.

In curriculum materials there are positive images of disabled people, of both women and men in non-stereotypical gender roles, and of people from a wide range of ethnic, religious and cultural backgrounds.

Consultation, involvement and engagement

The school has procedures for consulting and involving parents and carers and has regard in these for the concerns and requirements of the Equality Act, particularly in relation to disability equality.

The school has procedures for finding out how pupils think and feel about the school, and has regard in these for the concerns of the Equality Act, particularly in relation to disability equality.

Published objectives

Equalities Objectives are included within our School Development Priorities which are published on our school website.