

Alder Brook Primary Partnership Centre

Walnut Road

Winton

Eccles M30 8LE

Tel: 0161 921 2650

Website address: www.alderbrook.salfordpru.org.uk

EQUALITY POLICY



School Mission Statement

Our Mission Statement:

Alder Brook is a 21st century school that values every individual and strives to develop the whole child. Alder Brook provides a safe, nurturing environment for pupils with social and emotional needs whilst ensuring academic progress. We aim to provide a creative and exciting, inclusive curriculum that all our children enjoy, building their self-confidence and ultimately provide every child with the necessary tools to become successful in the future.

Our Core Values:

Diversity

Achievement

Nurture

Creativity

Enjoyment Safety

1. INTRODUCTION

The single public sector equality duty will require schools to:

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

This Scheme deals with the schools provisions of the Equality Act 2010 which prohibit schools from discriminating against, harassing or victimising:

- prospective pupils
- pupils at the school
- in some limited circumstances, former pupils

Schools have had obligations not to discriminate against people with a protected characteristic under the Gender Equality Act, the Race Equality Act and the Disability Discrimination Act.

This Equalities Scheme harmonises the previous equality legislation and brings together previous documentation and expectation.

The overall objective of the School Equality Scheme is to provide a framework for the school to

pursue its equality duties to eliminate unlawful discrimination and harassment, promote equality

of opportunity, and promote good relations and positive attitudes between people of diverse backgrounds in all its activities.

The principles of this policy apply to all members of the extended school community – pupils, staff, Management Committee, parents and community members.

Partners and contractors are also expected to abide by the policy.

Schools believe that avoiding discrimination and promoting equality supports the agenda of improving attainment and progression for all pupils. Good education and skills are crucial for opening up opportunities and increasing the chance of a successful life.

The responsible body for ensuring that Alder Brook meets its Equalities Duty is the Management Committee.

This Equalities Scheme shows how the school will protect all pupils within the school who are vulnerable because of their protected characteristics.

In terms of this scheme protected characteristics are:

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

Age and being married or in a civil partnership are NOT protected characteristics at school.

The people covered by the School Equalities Scheme are:

- Prospective pupils (in relation to admissions arrangements).
- Pupils at the school (including those absent or temporarily excluded).
- Former pupils (if there is a continuing relationship based on them having been a pupil at the school).

The school recognises that under the Equalities Act it is unlawful to discriminate in the following ways:

- Direct discrimination (including discrimination based on perception or association).
- Indirect discrimination.
- Discrimination arising from disability.
- Failure to make reasonable adjustments (for disabled people).

The school recognises that under the Equalities Act it is unlawful to harass or victimise members of the school community because of their protected characteristics.

The school recognises that it is lawful to take positive action to ensure that a member of the school community is not discriminated against, harassed or victimised because of a protected characteristic.

1) Information from pupil data and school audit

Number of pupils	40
Free School Meals eligibility [%]:	25%

Special Educational Needs: - <i>without statements</i> : - <i>with Statements</i> :	40 24 16
No of teachers:	8
No of teaching assistants:	16
Other Staff	3

2. Main Priorities

2.1 How well do pupils within the protected characteristics achieve?

Progress of all our pupils in protected characteristic groups are monitored using the same criteria we use for all pupils including:

- *Test results*
- *Teacher assessment*
- *End of Key Stage outcomes*
- *Comparative progress measured by the optional SATs*
- *Involvement and achievements in extra-curricular activities*

2.2 How well do pupils within the protected characteristics participate?

The participation of pupils with protected characteristics in the wider life of the school is monitored by the Headteacher and SENCO.

2.3 How do we develop the diversity agenda and engage with the wider community?

Please see the school improvement plan for up-to-date information.

2.4 How do you ensure that staff receive appropriate training on Equalities and Diversity Issues?

Through comprehensive CPD, including at staff meetings.

3. Making it Happen

3.1 Views of those consulted during the development of the Equalities Scheme

Information is gathered from a range of people associated with the school and is used in school policies, the school development plan, setting priorities and monitoring outcomes. The information is needed to allow the school to plan for the future so that the needs of the community as school users can be anticipated under the planning duty and met for all users. The information is used in such a way that individuals will be unidentifiable and therefore confidentiality is maintained.

We have also gathered information about recruitment, development and retention of employees. Please see our full school policy documentation for further information.

3.2 Admissions

All pupils who attend Alder Brook are permanently excluded or at risk of exclusion from their mainstream primary school. Once a permanent exclusion has occurred the LA will contact

Alder Brook and a placement will begin within 5 days. We do offer limited “respite” placements.

3.3 Provision of Benefits Services and Facilities.

At Alder Brook we do not discriminate against a pupil in the provision of education or access to any benefit, facility or service. The Management Committee are responsible for ensuring there is no discrimination in relation to education or access to any benefit, facility or service.

Alder Brook does not discriminate against, or victimise a pupil:

- in the way we provide education for our pupils
- in the way in which we afford the pupil access to a benefit, facility or service
- by not providing education for the pupils
- by not affording the pupils access to a benefit, facility or service
- by subjecting the pupil to any other detriment.

Equally we ensure that our pupils with protected characteristics are not harassed through the provision of benefits, services and facilities.

At Alder Brook we review all policies covering the provision of benefits.

3.4 Exclusion From School

Alder Brook complies with *Improving Behaviour and Attendance: Guidance on exclusion from schools and Pupil Referral Units* by the Department for Education (DfE) (www.education.gov.uk), and will comply any subsequent guidance which sets out the law relating to exclusions. Alder Brook understands that the exclusions guidance makes it clear that pupils should only be excluded from school as a last resort and that exclusions should only be made on grounds of a pupil’s behaviour.

Alder Brook recognises that it has a duty to disabled pupils to make reasonable adjustments to its procedures if needed. This will be reviewed on a case by case basis but may include:

- disregarding behaviour which is a direct consequence of their disability
- making reasonable adjustments to manage such behaviour
- considering alternative, more appropriate punishments, and
- ensuring that a disabled pupil is able to present their case fully where their disability might hinder this.

In Alder Brook the Exclusion Policy applied is the local authority’s policy.

All exclusions of pupils with protected characteristics are reported to the Chair of Management Committee at the time.

3.5 Complaints

The Management Committee of Alder Brook has a complaints procedure as required under s 29(1) of the Education Act 2002 to deal with all complaints relating to the school.

Alder Brook recognises that it is usually in everyone's best interests to attempt to resolve disputes without the need for legal action, should we receive a complaint relating to discrimination because of a protected characteristic the complainant would in the first instance be encouraged to go through the complaints process.

In general complaints about specific issues which are not resolved at school level should be made to the following:

Claims about permanent exclusions from schools maintained by LAs, including community schools, voluntary-aided and voluntary-controlled schools and foundation schools and Academies	Independent Review Panel
Admission decisions for schools maintained by LAs, including community schools, voluntary-aided and voluntary-controlled schools and foundation schools and Academies	Education Appeal Panels
All other claims (including all claims against independent schools) in England	First-tier Tribunal (Special Educational Needs and Disability)

In Alder Brook the Complaints Policy is reviewed regularly by the Management Committee and any changes to the policy are impact assessed to ensure that changes to the policy do not discriminate, harass or victimise pupils with protected characteristics.

All complaints by parents of pupils with protected characteristics or the pupils themselves are reported to the Chair of Management Committee at the time.

3.6 Links with the School Improvement Plan

In Alder Brook the philosophy of the school reflects an understanding of the requirements of the Equalities Legislation. All actions within the School Improvement Plan will be impact assessed and to ensure that no action taken through the SIP will discriminate, harass or victimise pupils with protected characteristics

4 Accessing / reporting and reviewing the Equalities Scheme

We will report on aspects highlighted by the scheme according to the relevant reporting requirements within the scheme to the Management Committee

