

Wigan St Andrew's CE Primary School

Equality Scheme (revised November 2023)

Overarching statement

In accordance with our Christian ethos, we pledge to respect the equal human rights of all our pupils and to educate them about equality. We will also respect the equal rights of our staff and other members of the school community. In particular, we will comply with relevant legislation, analyse our equality information and work towards those equality objectives we identify in relation to

- ethnicity,
- religion or belief,
- gender, gender identity and gender reassignment,
- pregnancy and maternity
- disability, and
- sexual orientation

Who is responsible?

The governors are responsible for:

- making sure the school complies with the Equality Act 2010 and other relevant legislation; and
- making sure the school Equality Scheme and its procedures are followed.

The head teacher is responsible for:

- making sure the school Equality Scheme and its procedures are followed;
- making sure the equality objectives are readily available and that the governors, staff, pupils, and their parents and guardians know about them;
- producing regular equality information for staff and governors;
- making sure all staff know their responsibilities and receive training and support; and
- taking appropriate action in cases of harassment and discrimination, including prejudice-related incidents of all kinds;
- dealing with reports of prejudice-related incidents.

All staff are responsible for:

- dealing with prejudice-related incidents;
- being able to recognise and tackle bias and stereotyping;
- promoting equal opportunities and fostering good relations;
- avoiding discrimination against anyone related to any of the “protected characteristics”
- keeping up to date with the law on discrimination;
- taking up training and learning opportunities.

Visitors and contractors are responsible for:

- knowing, and following, our Equality Scheme.

Equality information

Under the Equality Act 2010 (Statutory Duties) Regulations 2011, we will **gather** and **analyse** information on pupils, staff and others with protected characteristics who are affected by school policies and practices. The purpose of analysing this information is to ensure that we are furthering the three aims of the public sector equality duty, as follows:

- eliminating discrimination and harassment
- advancing equality of opportunity
- fostering good relations between people from different groups

The source of this information is both **quantitative**:

- internal,
- local, and
- national data

and **qualitative** (comments resulting from engagement with relevant people):

- surveys
- complaints
- focus groups
- interviews
- student voice

Equality objectives

Based on the priorities that merge from the above information, we will draw up and act on specific and measurable equality **objectives** as part of the annual school improvement cycle.

- “Expect Respect” work in all year groups.
- Media Smart: Body Image Lesson Plans
- Challenging Homophobia in Primary Schools
- In addition – to show that we have not forgotten about the other issues.
- Disability equality – tour at the same time as the Health and Safety Tour.
Audit needs of individual pupils.

Equality reporting

Under the Equality Act 2010 (Statutory Duties) Regulations 2011, we will **publish** the above information and objectives to demonstrate how we are furthering the three

aims of the public sector equality duty. This information will be published annually in a manner and formats that are reasonably accessible to the public e.g. website, prospectus, newsletter etc.

From the information published in this report, parents and others will be able to judge how well our school meets the three aims of the public sector equality duty under the Equality Act 2010.