

Public Sector Equality Duty

Grange Lane Infant Academy aims to be a community where everyone is treated fairly and with respect. We want everyone to recognise that for some pupils extra support is needed to help them to achieve and be successful.

We are required to publish equality information as well as equality objectives, which show how we plan to reduce or remove particular inequalities and disadvantages. This information is reviewed and updated annually.

The equality duty supports good education and improves pupil outcomes. It helps us as an academy to identify priorities and tackle issues such as underperformance, poor progression and bullying. It does this by requiring us to collate evidence of issues and consider taking action to improve the experience of different groups of pupils. It then helps us focus on what can be done to tackle these issues and to improve outcomes by developing measurable equality objectives.

Our academy is committed to equality both as an employer and a service provider and we carry out our day to day work through our embedded values:

- We try to ensure everyone is treated with respect
- We want to make sure that our academy is a safe, secure and stimulating place for everyone
- We recognise that people have different needs and we understand that by treating people equally does not always involve treating them all exactly the same
- We recognise that for some of our pupils extra support is needed to help them achieve and be successful
- We try to make sure that people from different groups are consulted and involved in our decision making through talking to pupils and parents/ carers and through our school staff and pupil council
- We aim to make sure that no one experiences harassment, less than favourable treatment or discrimination due to their age, disability, ethnicity, colour or national origin, gender identity or reassignment, their marital/civil partnership status, being pregnant or having young children, their religion or beliefs or their sexual identity and orientation

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information every year about our school population to explain how we have due regard for equality and to publish equality objectives which show how we plan to tackle particular inequalities and reduce or remove them.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We welcome the emphasis in the Ofsted inspection Framework on the importance of narrowing gaps in achievement which affect, amongst others:

- Pupils from certain cultural and ethnic backgrounds
- Pupils who belong to low income households and pupils known to be eligible for free school meals
- Pupils who are disabled or who are in the process of being diagnosed

- Pupils who have special educational needs
- Both boys and girls in certain subjects
- Vulnerable pupils; where home circumstances are known or believed to be a cause for concern

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relationships between people who share a protected characteristic and people who do not share it

At Grange Lane Infant Academy we have rigorous systems for monitoring standards and challenging any underperformance; our responsibility in this equality duty is scheduled as part of this rigorous process.

There are pupils in our academy with different types of disabilities /medical conditions and these include:

- Hearing Impairment
- Speech and Language difficulties
- Fitted with Tracheostomies
- Autism
- Physical disabilities
- Global learning Delay
- Asthma/eczema

Disability

The Equality Act defines disability as when a person has a “physical or mental impairment which has substantial and long term adverse effects on that person’s ability to carry out normal day to day activities”.

- We are aware of the requirements of the Equality Act 2010 that it is unlawful to discriminate, treat some people less fairly or put them at a disadvantage
- Where applicable our policies make explicit that we aim to give careful consideration to equality issues and as policies are reviewed in line with the monitoring cycle they will be edited to reflect this requirement
- We try to keep an accurate record , when possible and appropriate, of the protected characteristics of both our pupils and employees
- We analyse data to ensure we act upon any concerns in relation to the protected groups and this is reported to the AAB on a termly basis
- We record any racist or homophobic incidents and act upon any concerns and report this to the AAB on a termly basis
- The SLT and Delta are focused upon closing gaps and this is reflected in the schools values
- We give due regard for equality issues in any decisions and changes we make

- We deal promptly and effectively with all incidents and complaints of bullying and harassment that may include cyber-bullying and prejudice based bullying related to disability or SEND, ethnicity and race, gender, gender reassignment, pregnancy or maternity, religion and belief and sexual orientation. We keep a record of all such incidents and notify those affected of what action we have taken and importantly monitor the impact our provision has had.
- We provide training to all staff in relation to dealing with bullying and harassment issues
- We have a SEND policy that outlines the provision the academy makes for SEND pupils

Under the Equality Act 2010, we are also required to have due regard to the need to advance equality of opportunity and foster good relations. This includes steps we are taking to tackle disadvantages and meet the needs of particular individuals and groups.

Disability: We are committed to working for the equality of people with and without disabilities:

- We provide good quality training for our staff on inclusion
- When required we gain external advice and support from many different professionals
- We promote positive partnership links with our parents including regular meetings; parents are kept well informed
- We put in place specific targeted support where appropriate
- Annual reviews take place
- Liaising and working in partnership with a number of professional organisations
- We have a wide range of supportive resources
- Our schools' admission procedure is inclusive
- We work with local providers to ensure that the transition into both F1 and F2 is as effective and smooth as possible and pupils have a positive start
- We enable all pupils to learn about the experiences of disabled people and the discriminatory attitudes they experience
- We ensure that the curriculum and resources we use have positive images of disabled people
- We ensure that effective inclusion of pupils with disabilities and additional needs takes place and that they are happy in the academy

Grange Lane Infant Academy: Public Sector Equality Duty Statement

This information describes how the AAB of GLIA intends to fulfil its responsibilities under the PSED with regard to its workforce. The Equality objectives are also part of the academy development plan

We will have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the equality act
- Advance equality of opportunity between people who share a protected characteristic and people who do not. Fostering good relations between people who share a protected characteristic and people who do not

We will collect and use equality information to help us to:

- Identify key issues-understand the impact of our policies, practices and decisions on people with different protected characteristics and thereby plan them more effectively
- Assess whether there is any unlawful discrimination when carrying out any of our functions
- Identify what the key equality issues are for our organisation
- Assess performance
- Benchmark our performance and processes against those of similar organisations, nationally and locally
- Take action
- Consider taking steps to meet the needs of staff who share relevant protected characteristics
- Identify if there are any actions we can take to avoid discrimination and harassment, advance equality of opportunity or foster good relations
- Make informed decisions about policy and practice which are evidence based about the impact of such actions on equality
- Develop Equality objectives to meet the specific duties
- Have due regard to the aims of the general equality duty by ensuring that staff have appropriate information for decision making

Publication of Equality Information

We will collect and use enough workforce information to effectively meet the general equality duty. Where relevant and proportionate we will publish on our website some information about the impact of our employment functions on people with the different protected characteristics in order to demonstrate compliance with the general equality duty.

Linked Policies:

SEND

Anti-Bullying

Behaviour

Safeguarding

Health and Well Being