



Single Equality Plan



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1 INTRODUCTION

Grange Farm Primary School is committed to equality of opportunity for all. We have a School Vision rooted in our shared aspirations for our pupils and we are very clear that this means **all** pupils.

This Single Equality Plan sets out how we embed this into our day-to-day practice, incorporating our equality statement, our equality information and objectives and also the school's accessibility plan.

Combining these elements into one document shows the school's understanding that they are not bolt-on extras that sit aside from the work of the school but are intertwined and are integral to our vision, ethos and purpose.

The Single Equality Plan is set up along the following structure and principle:



2 LEGAL DUTIES

As a school, we welcome our duties under the Equality Act 2010.

The general duties are to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

We understand the principle of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:



- Age (for employees)
- Disability
- Ethnicity
- Gender
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual identity
- Marriage and civil partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet these general duties. These are to:

- Publish Equality Information – to demonstrate compliance with the general duty across its functions (we will not publish anything that can specifically identify any individual child or adult)
- Prepare and publish Equality Objectives
- Prepare and act on a school Accessibility Plan

In order to prepare objectives, we will collect data related to the protected characteristics above and analyse the data to determine the focus for them. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attainment
- Attendance
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities and the Human Rights Act 1998.

Grange Farm Primary School is opposed to all forms of prejudice and we recognise that children who experience any form of prejudice related



discrimination may fare less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur, we address them immediately and report them to the Local Authority using their guidance material. Numbers of incidents are also systematically reported to the Governing Body through the Headteacher's Report.

3 GRANGE FARM PRIMARY SCHOOL CONTEXT

3.1 School Context

Grange Farm Primary School is a growing school in the Styvechale suburb of Coventry.

It is larger than average with approximately 360 pupils from September 2016 comprising of cohorts based on 60 children from Reception to Year 4 (split into equal classes based on 30 per class) and then Year 5 and 6 cohorts of 30 children. By September 2018 the school will have completed an increase from one-form to two-form entry and will have an anticipated 420 children on roll, with the last two single-form entry cohorts leaving at the end of Key Stage 2 to be replaced by two-form entry cohorts entering Reception.

The school maintains a very good reputation within the local community and across wider Coventry. Pupil numbers are consistently high with very few free spaces in any cohort. There are waiting lists in most cohorts. Successful appeals to the local admissions team occasionally result in class sizes above 30 but this is against the general school policy. The school has a higher than average stability within the pupil population at 90.1%.

The proportion of children eligible for Free School Meals and in receipt of the Pupil Premium is well below the national average. Also, the proportion of children on the Special Educational Needs register is also below the national average. Although these groups remain small compared to other settings, there has been a noticeable rise in the needs of pupils joining the school since the increase to two-form entry. Despite the increase in capacity, the school's catchment area has not been enlarged and an increasing proportion of the school population are coming from beyond this area.



The school has a multi-cultural population with the most significant proportions coming from White British and Indian backgrounds but with a large number of other ethnic backgrounds also represented. The proportion of children speaking a home language believed to be other than English is above the national average although there are very few children in the very early stages of English language acquisition.

3.2 School Vision

At Grange Farm:

- We aim to develop and extend every pupil to enable them to fulfil their potential. We are committed to developing a life-long passion for learning in every child
- We have a caring, sensitive ethos and an understanding that children need to feel safe, be happy and to be developing into confident, independent young people
- We believe that successful education is a partnership between staff, pupils, parents and the community

We want our pupils to be happy and to have an enthusiasm for life. We want to develop:

Independent, Curious Learners

Children that...

- Embrace new challenges
- Are motivated and enthusiastic
- Demonstrate curiosity
- Want to be involved in their own learning

Healthy Self-Esteem

Children that...

- Demonstrate self-confidence
- Are self-assured
- Demonstrate physical well-being

Global, Social and Moral Responsibility

Children that...

- Have respect for others
- Have respect for the environment
- Have an awareness of the world around them
- Possess a good moral code



Essential, Crucial and Critical Life Skills

Children that...

- Have strong basic literacy and numeracy skills
- Are good communicators
- Are financially astute
- Demonstrate appropriate IT skills and understanding

3.3 Our Core Principles of Equal Opportunity

Physical access for all	Physical barriers to children, staff, governors, parents and other site users are identified and addressed.
Access to the curriculum for all	All children are included in all curriculum areas in ways that are as appropriately tailored to their needs as possible. All children achieve well (make good progress and attain good standards) in comparison with all children nationally. All children have ambitious aspirations for what they can achieve and what they will become.
Access to extra-curricular activities for all	All children feel confident in engaging in the full range of extra-curricular activities that the school has on offer.
Access to information for all	All stakeholders can access key information about the school in formats that make it as easy as possible for them to understand.
Shared understanding of equality and diversity	All stakeholders understand and value that everybody is welcome at Grange Farm. They know that understanding and respecting similarities and differences is key to the school community (and wider society) thriving.
Social and emotional acceptance for all	All stakeholders feel welcome in the Grange Farm community. Nobody is isolated by insufficiencies in systems or by discriminatory behaviour by other stakeholders. Where instances of potential discrimination are highlighted, they are investigated robustly and, where necessary, appropriate steps are taken to avoid reoccurrence.
Equality of opportunity for adults to impact on children's learning	The school follows good equalities practice in the recruitment and professional development of staff and volunteers (including governors). Children work with adults who are representative of the school community as a whole and who are confident that their abilities are valued and nurtured.



It is against these core principles that we monitor and evaluate our effectiveness in achieving equality of opportunity (Section 4) and therefore develop our plans for improvement (Section 5) which are structured directly around them.

3.4 Roles and responsibilities of stakeholders

We believe that promoting equality is the responsibility of everyone in the school community:

Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. The governing body will also agree the Equality Statement and objectives.
Headteacher	As above and, in addition, promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that the whole school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Senior Leadership Team	To support the headteacher as above and, in addition, to ensure fair treatment and access to services and opportunities. Ensure that staff are aware of their responsibility to record and report prejudice related incidents.
Teaching Staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to parents/carers on how they can expect to be treated. Design and deliver an inclusive curriculum. Ensure that they are aware of their responsibility to record prejudice related incidents.



<p>Non-teaching Staff</p>	<p>Support the school and governing body in delivering a fair and equitable service to all stakeholders. Uphold the commitment made by the headteacher on how pupils and parents/carers can expect to be treated. Support colleagues within the school community. Ensure that they are aware of their responsibility to record prejudice related incidents.</p>
<p>Parents/Carers</p>	<p>Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.</p>
<p>Pupils</p>	<p>Support the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the headteacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.</p>
<p>Other stakeholders (including local community members)</p>	<p>Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.</p>

We will ensure that the whole school community has access to our equality statement, information and objectives by publishing these on the school website.



4 HOW WELL WE ARE DOING AND HOW WE KNOW

4.1 Monitoring and Evaluation Philosophy

Monitoring and evaluating the effectiveness of our approach to providing equal of opportunity falls into two areas:

- Planned Monitoring and Evaluation activities
- Ad hoc Monitoring and Evaluation activities

If we worked on the premise that we already knew all of the potential areas of concern with respect to provision of equal opportunity, we could potentially be blind to other, very real, concerns as they arose. Planned activities (4.2 - detailed on page 10) enable us to be proactive where possible but there is still a need to be reactive when new issues occur (4.3 - see recording sheet on page 11).

Stakeholders need to know that the school welcomes new ideas to improve provision and that these will not be treated as complaints (unless that is the stated intention) but as pathways to a more effective environment for all. A spirit of openness is crucial to continuing development in this area.



4.2 Planned Monitoring and Evaluation

Core Principle		Planned Monitoring and Evaluation Activities*
Physical access for all	Physical barriers to children, staff, governors, parents and other site users are identified and addressed.	Health and Safety Inspections; SEND Learning Walks; Behaviour and Safety Learning Walks
Access to the curriculum for all	All children are included in all curriculum areas in ways that are as appropriately tailored to their needs as possible. All children achieve well (make good progress and attain good standards) in comparison with all children nationally. All children have ambitious aspirations for what they can achieve and what they will become.	Health and Safety Learning Walks; SEND Learning Walks; Behaviour and Safety Learning Walks; Pupil Interviews; Drop-In Observations; Formal observations; Work scrutiny; National and internal achievement data analysis; Pupil Premium Analysis
Access to extra-curricular activities for all	All children feel confident in engaging in the full range of extra-curricular activities that the school has on offer.	Sports Premium Analysis; Pupil Premium Analysis
Access to information for all	All stakeholders can access key information about the school in formats that make it as easy as possible for them to understand.	Named governor for equality maintains an overview as documents are discussed for approval at meetings of the governors
Shared understanding of equality and diversity	All stakeholders understand and value that everybody is welcome at Grange Farm. They know that understanding and respecting similarities and differences is key to the school community (and wider society) thriving.	Staff survey; Parental survey; Pupil interviews; Child Survey; Behaviour and Safety Learning Walks; Work scrutiny; Drop-in observations; Formal observations
Social and emotional acceptance for all	All stakeholders feel welcome in the Grange Farm community. Nobody is isolated by insufficiencies in systems or by discriminatory behaviour by other stakeholders. Where instances of potential discrimination are highlighted, they are investigated robustly and, where necessary, appropriate steps are taken to avoid reoccurrence.	Governors have frequency of incidents of discriminatory, anti-bullying and extreme behaviour incidents (i.e. leading to exclusion) reported in Headteacher Reports; The Chair of Governors is made aware of complaints; Pupil Interviews; Child Surveys; Staff Surveys; Parental Surveys
Equality of opportunity for adults to impact on children's learning	The school follows good equalities practice in the recruitment and professional development of staff and volunteers (including governors). Children work with adults who are representative of the school community as a whole and who are confident that their abilities are valued and nurtured.	Governor involvement on recruitment panels; Staff surveys; CPD Impact Analysis; Governor overview of performance management processes

*Monitoring and evaluation activities identified are the most likely sources of evidence but not exhaustive lists. Evidence for effectiveness of the school's equality practice could and should be sought in all monitoring and evaluation activities and in observation throughout school life.



4.3 Equal Opportunities – Issue / Idea Arising

Date:	
Person raising issue / idea:	
People this concerns:	
Description of the issue / idea:	

School Response

Date:	Response by:
Response: e.g. further investigation or action; who this was shared with; justification if no investigation or action is to take place	



4.4 Current effectiveness

Core Principle	Evaluation	Action required?
Physical access for all	<p>Generally, practices and processes are in place to ensure smooth access to the school site for users of all abilities. However, two key issues have been identified:</p> <ul style="list-style-type: none"> • Maintaining disability but in a way that does not involve drivers crossing pedestrian traffic at key access and egress periods • Introducing a slope on the Western side of the school building to ensure suitable wheelchair (and pushchair) access 	Yes
Access to the curriculum for all	<p>Ongoing data analysis suggests that almost all potentially vulnerable groups in school compare well with the national averages for all pupils nationally (the standard we are aiming to surpass). However, there is an identified need to establish more quantifiable evidence for the progress being made by SEND (and other) learners as a result of specific interventions.</p> <p>Also, a governor has raised a valid question about provision for children who have been withdrawn from RE and assemblies (as per parents' legal rights). What are they given to do when not in these lessons / activities and is thought given to replacing the social, moral, spiritual and cultural aspects of education that are missed? To what extent is this discussed with parents who choose to withdraw their children from activities in this way?</p>	Yes
Access to extra-curricular activities for all	<p>Quantifiable evidence on this is not yet available. We need to put in place more quantitative analysis of which groups of children are accessing which clubs and, if patterns emerge, establish if this constitutes an issue and, if so, what we can put in place to overcome it</p>	Yes



<p>Access to information for all</p>	<p>We are aware of the need to alter provision for children and/or adults with specific disabilities (e.g. sight or hearing impairment).</p> <p>However, we have had two issues raised recently relating to different groups of stakeholders' ability to access key information (school documents and a survey) due to not having English as their primary language. This is an issue that requires further investigation.</p>	<p>Yes</p>
<p>Shared understanding of equality and diversity</p>	<p>None of the monitoring and evaluation activities have indicated that there is a concern as such in this area although it is interesting that children have expressed an interest in learning more about the breadth of religions represented in school through the assembly programme.</p> <p>It would be good to get more focussed feedback from children on their understanding of equality and diversity – pupil interviews with governors would be an appropriate method for this.</p>	<p>Yes</p>
<p>Social and emotional acceptance for all</p>	<p>All incidents involving discrimination are recorded as per school and LA policy. The frequency and nature of these does not suggest an issue that requires action other than the current relevant foci of the curriculum.</p>	<p>No</p>
<p>Equality of opportunity for adults to impact on children's learning</p>	<p>Nothing in relevant Monitoring & Evaluation activities has highlighted a concern in terms of equality of opportunity for staff or volunteers.</p>	<p>No</p>

Where action is identified as being required (final column), this means that an action is in place in Section 5.



5 PLANNING FOR IMPROVEMENT

This plan incorporates the Accessibility Plan and also serves as an action plan for other areas concerned with Equal Opportunity

The Accessibility Plan is concerned with the Core Principles: Physical access for all; Access to the curriculum for all; Access to extra-curricular activities for all; Access to information for all

Core Principle	What are we doing?	How are we going to do it?	Who is involved?	What resources are needed?	When will it be done? How will we know?	Monitoring Comments
Physical access for all	Improving disability parking whilst improving access and egress routes for all	Investigate as an integrated part of building improvement strategy	Head SSO RM Govs LA Surveyor	Devolved Capital Delegated Budget TBC	Ongoing – Reports to go to Governors Resources Committee	Plans investigated in Spring 2018 – awaiting quote
	Introducing an access slope on the Western side of the building					



Core Principle	What are we doing?	How are we going to do it?	Who is involved?	What resources are needed?	When will it be done? How will we know?	Monitoring Comments
Access to the curriculum for all	Introducing an improved system for monitoring the effectiveness of individual interventions (e.g. for SEND learners)	This is included on the Personalised Learning Action Plan in the 2016/17 School Improvement Plan	N/A	N/A	N/A	Reviewed by governor with responsibility for SEND – new system in place with reports going to Governors Quality and Standard Committee
(Access to the curriculum for all – continued)	Reviewing provision for children who have been withdrawn from RE and assemblies by parents	Investigate options and approaches used by other schools. Seek advice from LA	Head Deputy Head Other Senior Leaders	Time in the first instance	Aiming to have a clarified approach in place for September 2018	New RE Subject Lead in place and new curriculum being introduced for full implementation by September 2018- to be discussed as part of this reviewed approach



Core Principle	What are we doing?	How are we going to do it?	Who is involved?	What resources are needed?	When will it be done? How will we know?	Monitoring Comments
<p>Access to extra-curricular activities for all</p>	<p>Analysing attendance at clubs and activities by groups</p>	<p>Introducing systematic analysis tool to be completed each term</p>	<p>Head Deputy Head PE Lead</p>	<p>Time in the first instance</p>	<p>Implement from end of Spring term 2017</p>	<p>Attendance at clubs reviewed as part of Sports Premium strategy – no clear patterns with respect to attendance of particular groups aside from fewer clubs for younger pupils which is being used as a guide for future extra-curricular planning</p>



Core Principle	What are we doing?	How are we going to do it?	Who is involved?	What resources are needed?	When will it be done? How will we know?	Monitoring Comments
Access to information for all	Ensuring that language is not a barrier to stakeholders understanding key information and being involved in giving views	Need to establish approach – possibly a survey of targeted groups but this requires sensitivity	Head Deputy Head	Time in the first instance	Across 2017/18	Individual cases discussed throughout the year with actions undertaken as necessary – continue to monitor
Shared understanding of equality and diversity	Establishing improved systems for demonstrating pupils' understanding	Introducing pupil interviews (with governors) on the subject of equality and diversity	Head	Time in the first instance	To be introduced from Spring term 2017	Equality established as part of the school's assembly themes and PSHE curriculum. Pupil interviews by governors next step to further evaluate understanding



6 COMMUNICATION / COMPLAINTS

One of the key principles of this policy is openness of communication between all stakeholders. Where a barrier exists, we want to talk about it to help remove it. People should be sensitive to the views of others but feel empowered to have conversations about the diversities within the community without unnecessary fear of causing offence.

If any stakeholder feels discriminated against according to the principles identified in this policy, they should raise this using the process described in the school's Complaints policy.

7 MONITORING AND REVIEW

The Resources and Management Committee of the governing body are the main monitoring and review body for this policy and the resulting actions shown in Section 5.

The policy will be formally reviewed annually. However, Equal Opportunities will feature as a standing item on all agendas of the Resources and Management Committee. The policy itself (particularly sections 4 and 5) is a live document that could be subject to frequent change.

To facilitate this, the governing body have appointed a named Equal Opportunities governor who will meet regularly (at least once per term) with the Headteacher to update the policy as necessary and monitor the progress of actions identified in section 5. They will then report back to the Resources and Management Committee with the updated policy and, as necessary, a report demonstrating support and challenge at their meeting with the Headteacher.

The current named governor for Equal Opportunities is Sultan Smith.