

**AURIOL JUNIORSCHOOL POLICY**

**STATEMENT EQUALITYSCHEME**

**1. SPECIFIC DUTIES COMPLYING WITH THE EQUALITY ACT**

Duty	Actions Taken
<b>Eliminate conduct that is prohibited by the Act</b>	<p>The centrality of equality and inclusion in our school is very evident in our daily work, our policies and procedures. Auriol Junior School has a diverse and multi-cultural context.</p> <p>Reported incidents of any kind of discriminatory or prejudice related bullying or poor behaviour (including racist and homophobic) are very rare, and those which do occur are managed effectively by staff who appreciate fully the value of diversity and the need to promote equal opportunities.</p> <p>We survey children and parents regularly and always respond to any concerns which are raised.</p> <p>The school has an Equality Policy and Accessibility Plan in place as currently required.</p>
<b>Advance equality of opportunity between people who share a protected characteristic and people who do not share it</b>	<p>Pupils who have particular needs are well supported in our school and our data demonstrates that they make progress at least in line with expectations and in certain circumstances better.</p> <p>There are established and effective monitoring systems in place to track pupil attainment. Care, Guidance and Support is outstanding, as identified by OfSTED at our last inspection. Groups and individuals are tracked where relevant and teachers are careful to intervene to prevent incidents of behaviour or bullying. Pupils report, through discussion and surveys, that they feel safe in school, and that their views are listened too.</p> <p>Our Anti-Bullying and Behaviour Policies are reviewed annually; pupils and parents are involved in the reviews.</p>
<b>Foster good relations across all characteristics – between people who share a protected characteristic and people and people who do not share it.</b>	<p>Equality and Inclusion are central to our school ethos. There are opportunities in Assemblies and in PHSE, as well as other lessons to learn about difference and diversity both in our own community and others including the global dimension.</p> <p>Pupils and parents participate regularly in events that raise awareness of a range of diversity issues; including focus weeks on different countries and cultures. The school also contributes to a variety of charities each year, some local and others for global aid purposes.</p> <p>We aim for quality communication with all our stakeholders and seek to provide access to information in a range of media. Our newsletter is posted electronically on the school website. We are presently looking to broaden this by offering key information for parents of other languages in their mother tongue.</p> <p>Our school council is democratically appointed and is broadly reflective of the existing diversity of the school community.</p>

## 2. EQUALITY ANALYSIS UNDERTAKEN WHEN FORMULATING THIS DOCUMENT

Policy / Practice Considered	Outline how the policy/practice was evaluated	Outcome of analysis
Behaviour	The policy is reviewed annually by all staff, parents and Governors. Our system of rewards in the school is greatly supported by the children. Sanctions are clear and displayed for children. They are discussed regularly in PHSE sessions.	There are no adverse trends evident in the implementation of this policy and it will continue to be reviewed annually to ensure compliance with best practice and wider school policies and practices.
Anti-Bullying	The policy is reviewed annually and is open to Governors, parents, staff and children to contribute to its construction. Pupils have an important role to play in the implementation of this policy not only in their own relationships but also when acting as a role model to the younger children. Our "it's OK to tell" rule is central to the implementation of this policy. Our children are confident in the processes they need to follow if they are having any difficulty with a relationship.	Bullying Log is maintained with full records kept of any incidents.
Equal Opportunities	Reviewed annually by Governors.	The policy complies with the requirements of the Equality Act, in particular, ensuring the protected characteristics are covered.
Curriculum, Religious Education & SRE Policies	These policies are reviewed every three years (or earlier if appropriate) and reflect our wider aims and values, as well as our philosophy of learning and education. Auriol Junior School follows the Surrey Agreed Syllabus for RE.	These policies are implemented well in the context of our school.
Learning and Teaching	Learning and Teaching is central to our work as a school and our philosophy and methods seek to ensure that all pupils have equal opportunity to access the curriculum through the teaching styles used. Policy is reviewed annually by Strategic Leadership Team (SLT) and with all teaching staff; and ratified by Governors. There are regular lesson observations by teachers and SLT across the curriculum.	Our lesson observation schedules contain aspects relating to ensuring equality of opportunity in learning; they also reflect the diversity of cultures ensuring that specific accommodation is made for children with EAL.
Safeguarding	Annually reviewed by Governors. Constantly updated to reflect changes in legislation and practice. All training schedules are adhered to.	We continue to ensure that all training is up to date for all staff members. All volunteers are inducted and this involves some training in safeguarding.
Recruitment	Reviewed annually by Governors and the changes to ensure compliance with the new requirements of the Equalities Act are already underway.	All policy documents and applications reflect updated guidance with respect to Equality.

### 3. CONSULTATION AND ENGAGEMENT

Group engaged or consulted	Outline the nature of the engagement	Summary outcomes from consultation
Pupils	Pupils are regularly involved in the leadership and decision making procedures of the school. Primarily through the democratically appointed School Council, but also through consultation and questionnaires etc.	<p>Pupils report feeling safe and well- looked after inschool.</p> <p>Pupils report feeling engaged in the life of the school and their ideas are listened to attentively.</p> <p>There are no reported incidents of prejudice related bullying and there are established and effective policies and procedures for dealing with all poor behaviour.</p>
Staff	Communication with all groups of staff is good and regular meetings ensure that there are arenas for discussion. There is a culture of openness and shared accountability, which means all are able to make their contribution to improving pupil outcomes and well-being.	Staff are confident when dealing with equality issues. Our programme of study for PSHE ensures that this is a very central aspect of school life; teachers plan for it on a weekly basis.
Governors	Governors regularly review issues pertaining to equality and inclusion at meetings. The Chair of Governors is the link governor for Equality and Inclusion.	Governors are fully committed to the vision of establishing and maintaining a fully inclusive school.
Parents	<p>Parents are highly active and involved in school life. Channels of communication are open and active. Annual questionnaires on all sorts of issues are given.</p> <p>A parents forum meeting is held regularly.</p>	Parents increasingly recognise and value the inclusive ethos of the school and our commitment to inclusion. The diversity of our school community ensures that our children and families are immersed in a rich blend of cultures. We celebrate our diversity as often as we can.
Gender Identity Research and Education Service / Tavistock and Palmer Hospital	There are currently no gender identity matters at the school, which we are aware of. Should any arise, we would take immediate advice from the relevant group.	<p>All policies and practice reviewed and relevant staff informed of developments as appropriate.</p> <p>Guidance on how to manage the attitudes and behaviours of others will also be provided as and when necessary.</p>

#### An Overview of the Equality Act 2010 - Appendix 1

Staff Responsible		Written/Reviewed	Autumn 2018
Area of Responsibility		Governors' Committee Responsible	Full Governing Body
Date approved by Governors		Review Due	Autumn 2019

