

Stoke Row CE School



Single Equality Policy

Document Approval Record

Committee - Teaching and Learning

Chair of Committee – Catherine Hale

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Review Date – February 2027

FGB Approval:

Headteacher – Angela Wheatcroft

Chair of Governors – Elizabeth Clough

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Schools are required under the Equality Act 2010 to have an accessibility plan. The purpose of the plan is 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 relations** between people who share a protected characteristic and people who do not share it.

Stoke Row CE School is an inclusive school where we focus on the well-being and progress of every child. Our Equality Policy supports our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships. It also ensures that we focus on tackling issues of disadvantage and underachievement of different groups.

Equality Information

Number of pupils on roll:

To ensure that all pupils are protected from discrimination, the school collects information on the 9 protected characteristics and further information on the following groups:

- Pupils eligible for Free School Meals
- Pupils with Special Educational Needs
- Pupils with English as an additional Language
- Young carers
- Looked after children

The plan will be made available online on the school website, and paper copies are available upon request.

Our school is also committed to ensuring staff are trained in equality issues with reference to the Equality Act 2010, including understanding disability issues.

Roles and Responsibilities for Implementing the Single Equality Policy

- The Head Teacher will ensure that staff and parents are informed about the Single Equality Scheme and that it is implemented effectively and report to the Governing Body at least annually, on the effectiveness of the scheme.
- The Governing Body will support the Head Teacher in implementing any actions necessary and evaluate and review this scheme as necessary.
- Parents/Carers will have access to the scheme and be encouraged to support it. They will be informed of any incident related to this scheme which could directly affect their child.
- Pupils will be made aware of any relevant part of the scheme, appropriate to age and ability.
- The school, as required by law, will ensure that other organisations that provide us with services comply with equality legislation.
- The governors will be responsible for monitoring the effectiveness of this scheme. It will be reviewed annually and revised every three years as appropriate in line with legislation.

Single Equality Action Plan 2024

At Stoke Row CE Primary School we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background. In order to further support pupils, raise standards and ensure inclusive teaching we have the following objectives

Objective	Actions	Lead	Time Scale	Expected Outcomes
To eliminate discrimination	Monitor, report and respond to all racist incidents. Listen to and monitor views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures (eg behaviour policy) During auditing and review of curriculum purposely integrate perspectives and role models that reflect a range of cultures and promote attitudes that foster tolerance and understanding.	EHT T&L Governor/EHT EHT Subject Leaders	Ongoing Ongoing Identify curriculum opportunities in completed documentation March end '24	Children, parents, staff do not feel discriminated against on the basis of characteristics that they may not share with others. Units of work include opportunities for pupils to engage with diversity in British society to ensure that pupils understand disadvantage, deprivation and cultural diversity.
To raise levels of attainment in core subjects for vulnerable learners	To monitor and analyse pupil achievement by race, gender and disability and act on trends or patterns in the data that require additional support	EHT	Ongoing	All pupils can access the curriculum and participate in extra curricula activities. Gaps in attainment for pupils within groups described are removed or at least remain less than the gaps nationally.
To ensure equity and fairness in access and engagement in learning and school life for all stakeholders	Develop communication with a focus on learning between home and school for example in the form of a regular newsletter that celebrates learning and achievements	EHT Governor	Ongoing with an aim to maintain regular newsletters by March end	Parents who are less active in school life, feel encouraged to engage with their child's learning and in turn enhance expectations and attainment.

