


<p><b>Princess Frederica CE</b> College Road, London, NW10 5TP Phone: 0208 969 7756</p>		<p><b>VA Primary School</b> Head of School – Ms N Christopher Executive Head Teacher – Ms S Bouette Email: <a href="mailto:admin@princessfrederica.brent.sch.uk">admin@princessfrederica.brent.sch.uk</a></p>
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<h2>Equality Policy</h2>		
Governing Board with Responsibility	Full Governing Board	
Reviewed/Revised	Spring 2022	
Date of Next Review	Spring 2025	
Date Agreed by Governors	16.03.2022	
Additional Notes	Revisited every 3 years or if there is a change in legislation.	
<p><b>Princess Frederica CE VA Primary School is committed to child protection and safeguarding children and young people and expects all staff, visitors and volunteers to share this commitment.</b></p>		
<p>When drafting and agreeing policy, governors always act with our four values in mind and our school vision as drivers for change or important decisions. We will ensure that: Policies positively impact on our staff and children’s growth, their faith, our unity as a school community and promote kindness as a thread through all we do. We act in line with our collective responsibility around equality and the protected characteristics and always make decisions that foster an understanding and respect for these.</p>		

Vision statement

**‘Belonging, learning and growth for life in all its fullness’**

Mission Statement

At Princess Frederica we:

**Promote social, emotional, spiritual and educational growth in *all* our children**  
*(This is how we develop character)*

**Impart the gifts of self-confidence, determination and curiosity with a rich and creative curriculum**  
*(This is the way we educate)*

**Create a positive impact on our local and global community and environment**  
*(This is our footprint on the world and community)*

**Nurture friendship, kindness and respect**  
*(This is how we treat each other)*

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## **Single Equality Policy**

Princess Frederica Primary School wants to be recognised as a school at the heart of the community, providing an inclusive, safe, caring and stimulating environment in which to learn.

## **Equality Statement**

At Princess Frederica Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith or religion or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The achievement of pupils will be monitored by race, gender and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. At Princess Frederica, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

## **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 principal 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 not for service provision)
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief
- sexual orientation
- Marriage and Civil Partnership (for employees)

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

- Publish Equality Information – to demonstrate compliance with the general duty across its functions (We will not publish any information that can specifically identify any individual)
- Prepare and publish three equality targets which we will review on an annual basis
- Consult all our stakeholders in the development of our equality objectives and report on progress against our objectives on an annual basis

In order to do this effectively we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school, but we will also analyse available data relating to the context of our local community, including hate crime data and demographic information. In relation to school provision we will pay particular attention to the following functions:

- Admissions
- Attendance
- Attainment
- 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 also recognise that our work on equality is central to the successful promotion of fundamental British Values, especially in relation to the values of respect and tolerance and the rule of law. We will therefore ensure that our curriculum helps to prepare pupils for life in modern Britain and that we work proactively to address all forms of prejudice and discrimination, including derogatory and discriminatory language.

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.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

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**Our Mission Statement**

**Belonging, learning and growth for life in all its fullness**

At Princess Frederica we:

Promote social, emotional, spiritual and educational growth in all our children

*(This is how we develop character)*

Impart the gifts of self-confidence, determination and curiosity with a rich and creative curriculum *(This is the way we educate)*

Create a positive impact on our local and global community and environment

*(This is our footprint on the world/ community)*

Nurture friendship, kindness and respect

*(This is how we treat each other)*

**Addressing Prejudice Related Incidents**

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair 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 may seek support from the Local Authority Equality Team.

**Responsibility**

We believe that prompting Equality is the whole school's responsibility.

School Community	Responsibility
Governing Board	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Monitoring progress towards achieving equality objectives. Publishing data and publishing equality objectives. Ensuring that staff have access to appropriate training and resources
Executive Headteacher	As above including: 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 all of the 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 report, and respond appropriately to prejudice related incidents.
Senior Leadership Team	To support the Head / Principal as above Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record, report and respond appropriately to prejudice related incidents.

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Teaching Staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum. Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents
Non-Teaching Staff	Support the school and the governing body in delivering a fair and equitable service to all stakeholders. Uphold the commitment made by the Executive Headteacher on how pupils and parents/carers can be expected to be treated. Support colleagues within the school community. Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents.
Parents/Carers	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.
Pupils	Supporting the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the Executive Headteacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated
Local community	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 made to the school community in tackling inequality and achieving equality of opportunity for all.

We will ensure that the whole school community is aware of the Single Equality Policy and our published equality information and equality objectives by publishing them on the school's website.

**Breaches**

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Executive Headteacher and governing body.

**Monitor and Review**

Every three years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.

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# Equality Information and Objectives

Author	N Christopher
Staff Member/SLT	N Christopher
Review Governor	
Set up	May 2023
Date of Next Review	May 2024

**Background**

The Public Sector Equality Duty (PSED) requires schools to prepare and publish equality objectives at least once every four years. The single Public Sector Equality Duty (PSED) came into effect in April 2011 as result of the Equality Act 2010. It requires bodies to promote equality and replaced three pre-existing duties relating to disability, race and gender equality.

The PSED has three main elements. In carrying out their functions, public bodies are required to have due regard to the need to:

Eliminate discrimination and other conduct that is 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 across all characteristics, and between people who share a protected characteristic and people who do not share it.

**The protected characteristics**

These are defined in the Equality Act 2010 as:

- age
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief
- sexual orientation
- marriage and civil partnership

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### **Princess Frederica equality objectives**

Princess Frederica Primary School fulfills its duty under the PSED in a number of ways in line with our Christian values and ethos.

We are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith or religion or socio-economic background.

We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

### **Our specific equality objectives are:**

1. To monitor the involvement of pupils in the extra-curricular life of the school, ensuring that equal access is enabled and that pupils from all backgrounds and regardless of need are participating. There will be a focus on – after school clubs, music lessons/clubs and residential trips.
2. To carry out bi-annual reviews of the curriculum so that the proportion of teaching that represents non-white heritage or protected characteristics is in line with the backgrounds of children in the school. This will include engaging the whole school community through events such as an annual diversity event (Cultural Unity Day), the teaching of key non-statutory curriculum content such as Black History Month, key events such as holidays in other faiths and nationally marked focus days such as International Women’s Day.
3. To ensure equality of opportunity for existing staff and in recruitment ensure equality in both the external and internal recruitment processes.

### **Review and evaluation**

The school reviews its activity and progress towards these objectives annually and reports to the Governing Body each year.