



Single Equality Scheme

Approved by: Executive Headteacher

Date: September 2020

Review Date: September 2024

Introduction

This Single Equality Scheme for schools in North Yorkshire provides a format for addressing the statutory duties of the Equality Act 2010 and The Children and Families Act 2014. This supersedes and brings together all previous statutory duties in relation to race, gender and disability and also addresses the duty to promote community cohesion, thus meeting the school's statutory duties in these areas.

The scheme also highlights how our school has worked with and listened to the staff, pupils, parents and carers to inform development of action plans and the need and commitment required to ensure the scheme is a success. This is underpinned by a commitment to promoting positive relationships and understanding between all groups within our school community.

This document sets out how pupils with the following protected characteristics will be protected in our school from harassment and discrimination:-

- disability.
- gender.
- race.
- religion and belief.
- sexual orientation.
- gender reassignment.
- pregnancy and maternity.

The law on disability discrimination is different from the rest of the Equalities Act in a number of ways. In particular, it works in only one direction – that is to say, it protects disabled people but not people who are not disabled. This means that schools are allowed to treat disabled pupils more favourably than non-disabled pupils, and in some cases are required to do so, by making reasonable adjustments to put them on a more level footing with pupils without disabilities. The definition of what constitutes discrimination is more complex. Provision for disabled pupils is closely connected with the regime for children with special educational needs. Chapter 4 of the Act deals in detail with disability issues.

This scheme extends however to cover all aspects of vulnerability, including those associated with socio-economic factors (e.g. pupils from low income families).

As well as delivering high quality services to our pupils, the school is also committed to being a good employer and as such this scheme outlines how we meet our varied duties in terms of recruitment and employment practices. We are also committed to be fully inclusive of all community users, including parents and carers. As such, this scheme therefore also sets out how we will work to overcome any discrimination related to the other protected characteristics:-

- Age*
- Being married or in a civil partnership

*A person's age is also a protected characteristic in relation to employment and the Act extends this (except for children) to the provision of goods and services, but age as a protected characteristic does not apply to pupils in schools. Schools therefore remain free to admit and organise children in age groups and to treat pupils in ways appropriate to their age and stage of development without risk of legal challenge, even in the case of pupils over the age of 18.

The impact of this scheme is reported on annually.

Aims of the Single Equality Scheme

- To articulate the federation's commitment to equality which permeates all federation policies and practices
- To ensure that everyone who belongs to, or comes into contact with, our federation community is valued and respected
- To promote equality of opportunity and eliminate unlawful discrimination, harassment or victimisation
- To comply with statutory duties under equalities legislation in one document

Purpose of the Equality Scheme

This equality scheme is the federation's response to the specific and general duties in the current equality legislation, which has been brought together under the Equality Act 2010 (see appendix 1). It is an attempt to capture how the federation is systematically establishing and implementing good practice in equality and diversity across all areas of school life. This includes a response to all aspects of social identity and diversity.

This Equality Scheme sets out how the federation will:

- eliminate discrimination;
- eliminate harassment or victimisation related to any aspect of social identity or diversity;
- promote equality of opportunity;
- promote positive attitudes to all aspects of social identity and diversity;
- encourage participation by disabled people and people representing different aspects of social identity in public life;
- take steps to take account of difference even where that involves treating some people more favourably than others;

- take proportionate action to address the disadvantage faced by particular groups of pupils.

Planning to eliminate discrimination and promote equality of opportunity

This scheme is underpinned by the core belief that all children and young people belong to their local community and share the same rights to membership of that community and a quality education. We set equality objectives with associated actions which are outlined within our equalities action plan that accompanies this Equality Scheme. Our plan identifies what we will be doing over the coming years to make our federation more accessible to the whole community, irrespective of background or need. (see appendix 2 below)

It encompasses our duties to promote positive outcomes in relation to race, gender and disability, but also identifies actions to address other social identities. It encompasses our **anticipatory duties to plan ahead for the reasonable adjustments** (reasonable and proportionate steps to overcome barriers that may impede some pupils) we need to make to be best placed to help disabled pupils who come to our federation.

This action plan replaces the federation's Disability Accessibility Plan for the federation (previously required under the planning duties in the Disability Discrimination Act) as it sets out how the federation will increase access to education for disabled pupils, alongside other protected groups, in the three areas required:

- increasing the extent to which disabled pupils can participate in the schools' curriculum;
- improving the physical environment of the individual schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided
- improving the availability of accessible information to disabled pupils.

The action plan is renewed annually and progress towards the equality objectives within it is reported on regularly to governors, and this information is published at least annually. Equality objectives have been identified through consultation with key stakeholders. Our equality objectives are published at least once every four years.

This action plan is understood and implemented by all staff and is available on the school website. It is available in different formats and in different languages on request to the school office.

Our federation has regard to the need to provide adequate resources for implementing plans and must regularly review them. (NB An accessibility plan may be a freestanding document but may also be published as part of another document such as the school development plan.)

Our federation records all prejudice based and hate incidents and reports them to the Local Authority, in line with the guidance, which can be found at:

<http://cyps.northyorks.gov.uk/equalities-and-diversity>. Pupils and staff are encouraged to report incidents and the school responds effectively, aiming to eliminate all forms of discrimination and prejudiced based incidents.

What kind of federation are we?

Federation Vision and Values



Growing together, guided by love.

“God is love. Everyone who lives in love, lives in God and God lives in them.” John 4:16

We live this out this day to day in our federation under the following principles:

Compassion

Community

Courage

“God is love. Everyone who lives in love, lives in God and God lives in them.” John 4:16

The federation vision and values statement reflects the federation’s ambitions for all its pupils and have been developed with the whole community. It refers to the key requirements set out in the National Curriculum Inclusion Statement

<https://www.gov.uk/government/publications/national-curriculum-in-england-framework-for-key-stages-1-to-4/the-national-curriculum-in-england-framework-for-key-stages-1-to-4> for developing an inclusive curriculum: setting suitable learning challenges; responding to pupils’ diverse learning needs; overcoming potential barriers to learning and assessment, for individuals and groups of pupils.

The school is committed to addressing any actions which are identified to improve our inclusive practice.

School Context

Factors of the geographical location of the school (updated for the academic year 2023-2024):-

Beckwithshaw

- Beckwithshaw Community Primary School is a very small rural school, situated in the village of Beckwithshaw close to Harrogate.
- The school is part of the RBK Federation from 2019.
- The school has four classrooms some of which are used for lunches and assemblies. There is a playground, a beautiful plantation area and the school also have use of the playing field which is accessible from school grounds.
- The school plays an important part in the local community and has links with the local church and village hall.
- The school currently has 59 pupils on roll. Pupils come from the village itself and the surrounding villages and hamlets; also from the nearby town of Harrogate.
- The current pupil admission numbers for reception starters is 10.
- The school has no pupils who speak English as an additional language.
- The number of pupils from a minority ethnic group is very low.
- The percentage of pupils eligible for free school meals and/or Pupil Premium is below average.
- The percentage of looked after or previously looked after children is very low.
- The percentage of pupils on the SEND register is 13% with the percentage of pupils with EHCPs being very low.
- Following a recent period of significant change a leadership structure has been put in place across the federation. The federation now has a substantive executive headteacher and a deputy headteacher/SENDCo who both work across all three schools. The three schools became a federation in 2019 (following Beckwithshaw and Kettlesing federating in 2017).
- The school was graded as Good by Ofsted in July 2023 following an inadequate judgement in December 2021.

Kettlesing Felliscliffe

- Kettlesing Felliscliffe Community Primary School is a very small rural school, situated in the village of Felliscliffe just off the A59 between Harrogate and Skipton.
- The school is part of the RBK federation.
- The school has three classrooms as well as an additional learning space, school hall and large outdoor playground. The school also benefits from outdoor learning spaces as well as the field opposite the school which is used for forest school, PE and breaktimes.
- The school plays an important part in the local community and has strong links with the village hall as well as the local chapel.
- The school currently has 39 pupils on roll. Children who attend the school come from the village and surrounding areas.
- The current pupil admission numbers for Reception starters is 10.
- The school have no pupils who speak English as an additional language and the numbers of pupils from a minority ethnic group are very low.
- The percentage of pupils eligible for free school meals and/or Pupil Premium is below average.
- The percentage of looked after or previously looked after pupils is very low.

- The percentage of pupils on the SEND register is 15% and the number of pupils with an EHCP is low.
- The current headteacher was appointed in a substantive role in September 2023 and the school is currently graded Good following inspection in July 2019.

Ripley Endowed

- Ripley Endowed CE Primary School is a very small rural school, situated in the village of Ripley between Ripon and Harrogate.
- The school is part of the RBK federation.
- The school has three classrooms as well as an additional learning space and outdoor spaces.
- The school plays an important part in the local community and has strong links with the village hall as well as the local church that the children visit regularly for worship.
- The school currently has 45 pupils on roll. Children who attend the school come from the village and surrounding areas.
- The current pupil admission numbers for Reception starters is 13.
- The number of pupils who speak English as an additional language is very low and the numbers of pupils from a minority ethnic group are low.
- The percentage of pupils eligible for free school meals and/or Pupil Premium is below average.
- The percentage of looked after or previously looked after pupils is very low.
- The percentage of pupils on the SEND register is 31% and there are currently no pupils with EHCPs.
- The current headteacher was appointed in a substantive role in September 2023 following a period of interim headship at the school.
- The school was graded Good by Ofsted in March 2023 following inadequate judgement in November 2021.
- The school was one of the first in the area to be inspected under the new SIAMs framework in October 2023 and was awarded J1.

The training taken to position the school well for the equality and diversity agenda.

- Staff undertake statutory safeguarding training at the beginning of the year (or as part of induction if they start later in the school year). Staff will also undertake regular safeguarding update training to ensure they are kept up to date with knowledge.
- Staff have and will receive training to meet the medical needs of pupils as appropriate
- The SENDCO will undertake training each term and attend Local Authority networks and training sessions, sharing information with all staff
- Appropriate Governors will undertake training on safer recruitment
- SENDCO will lead staff meetings each term to work with all staff to ensure appropriate intervention practices are in place for individuals.
- Staff will follow a schedule of training using the National College.
- Senior Mental Health Lead training has been completed by nominated member of staff.
- Mental Health First Aid training has been completed by nominated member of staff.
- Leadership and at least one governor trained in safer recruitment.

School provision

Examples of reasonable adjustments the school makes as a matter of course

- Individual support plans and provision maps are used to plan provision to support pupils which are shared half termly with parents in review meetings.
- Regular discussions with the SENDCo, teaching staff and support staff to adapt and individualise approaches.
- Use of varied strategies such as visual timetables, now-next boards to support access to learning opportunities for any child who may benefit from this.
- Adaptive teaching strategies in place across federation to support all learners to be successful.
- Specialist equipment to promote access to learning activities available as appropriate – pencil grips, adapted scissors, individual work boards, prompts, coloured paper.
- Transition activities for new starters adapted to meet the needs of individual children.
- Behaviour policy takes into account that some children will need support to meet expectations. Adaptations are made for pupils with specific emotional, social and behavioural needs.
- Information will be provided in different formats as requested.

Outcomes for pupils

Outcomes for pupils are analysed against social identity issues, i.e. gender, ethnicity, disability, faith background, and aspects of vulnerability identified by the federation. This is compared with the outcomes made for all pupils.

These processes form part of the federation's equality impact assessment to determine the impact of our provision on improving outcomes for identified pupils. In line with statutory requirements all new policies as well as existing policies and functions are evaluated for the impact they have, in consultation with identified pupils and parents/carers.

Examples

Within the federation, we monitor outcomes for specific groups and/or individuals, including boys/girls, disadvantaged/non-disadvantaged. SEND/non-SEND and other groups/individuals as appropriate. We also rigorously monitor attendance of pupils.

Our children with SEND are closely monitored against curriculum objectives as well as their own targets from support plans. Our SEND information report and SEND policy contain more detail about our provision for SEND children.

Our Pupil Premium Strategy report contains further details about identified barriers for our pupils and how we have allocated spending.

Equalities objectives

Our Equalities Objectives, based on needs analysis, for the period 2020-2024 are:

- Ensure all staff have appropriate and specific training in mental health and well-being to support staff and pupils through and following the Covid-19 pandemic
- Ensure teachers and TAs have access to appropriate and specific training on SEN and disability issues
- Ensure a member of staff is trained in supporting children with bereavement
- Ensure all staff are aware of SEN and disabled children's curriculum access by:
 - a. maintaining system of individual access plans for disabled children.
 - b. maintaining system for information to be shared with appropriate staff.
- To increase pupils' understanding of different religious groups
- Through the revised framework for RSE increase pupils' understanding of different family groups

- We have identified these objectives because:**
- The school was closed for several months from 20/03/20 to 17/07/20 due to the Covid-19 pandemic, with the majority of children staying at home. Some pupils and staff returning when the school reopened in September 2020 were found to be struggling with anxiety and their mental health had suffered due to a range of home circumstances.
 - Staff require particular training in SEND, appropriate to the child they are supporting or who is in the class in which they are working
 - There are children in school who have lost people close to them, who require support to manage their emotions.
 - The school believes it is important to ensure staff remain aware of individual access plans and that information is shared to ensure a consistent and appropriate approach
 - The vast majority of pupils do not have close contact with children and adults of other faiths or religious groups
 - The vast majority of pupils do not have an understanding or experience of same-sex parent families

Indicators of progress towards the objectives are reviewed annually and recoded in the action plan (see appendix 2)

Roles and Responsibilities in Implementing the Single Equality Scheme and Equalities Objectives

The Head Teacher will:

- ensure that staff and parents are informed about the Single Equality Scheme and equality objectives;
- ensure that the scheme is implemented effectively;
- manage any day-to-day issues arising from the policy whether for pupils or for the federation as an employer;

NYCC Single Equality Scheme 2018

- ensure all hate incidents are recorded, appropriately responded to and reported to the Local Authority;
- ensure staff have access to training which helps to implement the scheme;
- liaise with external agencies regarding the policy so that the federation's actions are in line with the best advice available;
- monitor the scheme and report to the Governing Body at least annually, on the effectiveness of the policy and progress towards the equalities objectives;
- ensure that the SLT are kept up to date with any development affecting the policy/action plan arising from the scheme;
- provide appropriate support and monitoring for all pupils and specific and targeted pupils to whom the scheme and equality objectives has direct relevance, with assistance from relevant agencies.

The Governing Body will:

- ensure that the federation complies with all relevant equalities legislation;
- recommend all governors receive up to date training in all the equalities and SEND duties;
- designate a governor with specific responsibility for the Single Equality Scheme and equalities objectives;
- establish that the action plans arising from the scheme are part of the Federation Development Plan;
- support the Headteacher in implementing any actions necessary;
- inform and consult with parents about the scheme;
- publish equality objectives every four years
- evaluate the action plan annually
- publish information at least annually.

The Senior Leadership Team will:

- have general responsibility for supporting other staff in implementing this scheme;
- provide a lead in the dissemination of information relating to the scheme;
- identify good quality resources and CPD opportunities to support the scheme;
- with the Headteacher, provide advice/support in dealing with any incidents/issues;
- assist in implementing reviews of this scheme as detailed in the Federation Development Plan.

People with specific responsibilities (named):

- Elouise Foster (SENDCo) is responsible for maintaining and sharing with all the staff those vulnerable pupils and how their needs will be met;
- Victoria Kirkman (Executive Headteacher) is responsible for ensuring the specific needs of staff members are addressed;
- Victoria Kirkman is responsible for gathering and analysing the information on outcomes of vulnerable pupils and staff;
- Samantha Randall (Federation Business Manager) is responsible for reporting and monitoring prejudice based and hate incidents;
- Helen Smith is governor responsible for monitoring the federations policies regarding SEND and publishing the SEND information report.

- The governor responsible for safeguarding is Mrs Helen Smith.

Parents/Carers will:

- have access to the scheme and equalities objectives;
- be encouraged to support the scheme;
- have the opportunity to attend contribute to the development of the scheme;
- have the right to a personalised approach to meeting additional needs and a right to have their views taken into account.
- have the right to be informed of any incident related to this scheme which could directly affect their child.

Federation Staff will:

- accept that this is a whole federation issue and support the Single Equality Scheme and equalities objectives;
- be aware of the Single Equality Scheme and how it relates to them;
- be encouraged to express their views through a staff survey;
- make known any queries or training requirements
- know how to deal with incidents of concern, including bullying and how to identify and challenge bias and stereotyping;
- know procedures for reporting prejudice based and hate incidents;
- not discriminate on racial, disability or other grounds;
- keep themselves up to date with relevant legislation and attend training and information events organised by the Federation or LA;
- ensure that pupils from all groups are included in all activities and have full access to the curriculum;
- promote equality and diversity through teaching and through relations with pupils, staff, parents, and the wider community.

Pupils will:

- be encouraged to express their views and contribute where possible to the formulation of policies
- be made aware of any relevant part of the scheme, appropriate to age and ability;
- be expected to act in accordance with any relevant part of the scheme
- experience a curriculum and environment which is respectful of diversity and difference and prepares them well for life in a diverse society;
- understand the importance of reporting discriminatory bullying and racially motivated incidents;
- ensure the peer support programme within the school promotes understanding and supports pupils who are experiencing discrimination.

Visitors and contractors are responsible for complying with the Federation's Equality Scheme – non-compliance will be dealt with by the Headteacher.

Involvement Processes

Policies are vital to identify and consolidate thinking regarding appropriate provision for pupils, however, they are often viewed as an end, when they should be seen as a process - always evolving in response to changes and evidence from impact assessments. When developing this Equality Scheme and the equalities objectives, the federation is clear that this is a process which must be informed by the involvement of all participants such as pupils, parents, school staff, governors and external agencies. This will ensure that the federation gleans insights into the barriers faced by people from different social identity backgrounds and learns the best ways to overcome such barriers. This Scheme and equalities objectives will be informed, therefore, by:

- the views and aspirations of pupils themselves from different social identity backgrounds;
- the views and aspirations of parents of pupils from different social identity backgrounds;
- the views and aspirations of staff from different social identity backgrounds;
- the views and aspirations of members of the community and other agencies, including voluntary organisations, representing different social identity backgrounds;
- the priorities in the North Yorkshire Children and Young People's Plan.

Mechanisms for involvement

At this school the following mechanisms will ensure the views of **pupils** inform the equality objectives and action plan:

- School Council
- Circle Time within classes
- Individual interviews with pupils involved in incidents of a discriminatory nature
- Individual interviews with pupils experiencing reasonable adjustments
- Growing Up in North Yorkshire Pupil Survey
- Pupil questionnaire

Within this federation the following mechanisms will ensure the views of **staff** inform the Equality Scheme, objectives and action plan:

- Exit interviews with staff
- Regular staff meetings with specific agenda items
- Individual discussions with staff as a part of their appraisal process
- Staff questionnaire

Within this federation the following mechanisms will ensure the views of **parents and the community** inform the Equality Scheme, objectives and action plan:

- We welcome parents and the community into our schools so that they have an understanding that can support policy development
- Feedback through the Governing Body/IEB meetings
- Meetings with parents entering or leaving the school

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| <ul style="list-style-type: none">• Parent questionnaires• Feedback from adults using the school beyond the school day |
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The federation's action plan will focus on developing the involvement of pupils, staff and parents from different social identity backgrounds over the four years (maximum) of this Scheme and the equalities objectives. We will consider varying the times, methods and the venues for this involvement to ensure the best possible attendance and ensure views can be heard. This way the school will learn what works and the involvement of pupils, staff and parents will improve and deepen over time.

Making it happen

Action Planning

Although it is no longer a requirement for schools to have an equality action plan, those schools which do already have one (or more) of these in place, may find it helpful to continue with this approach and adapt it to take into account the extent of the duty.(5.27 DfE Equalities Guidance May 2014)

This scheme is supported by an action plan, the progress of which is monitored and evaluated by the Governing Body.

The action plan that identifies the equality objectives for the federation arising from this scheme and the impact assessment (schools could use the Inclusion Quality Mark) has:

- clear allocation of responsibility;
- clear allocation of resources, human and financial;
- clear timescales;
- expected outcomes and performance criteria;
- specified dates for review;

The effectiveness of this Scheme and progress with the equalities objectives will be evaluated and reflected in:

- Federation self-evaluation;
- pupil progress, outcomes and engagement,
- feedback e.g. Parentview, pupil voice

Reporting

This Scheme and equalities objectives will be reported on annually. Progress against the action plan will be evaluated and the impact of the action and activities assessed. A copy will be available on the schools' websites.

Publication

Equalities objectives will be published and available to anyone requesting a copy. A copy will be available on the schools' websites.

Information is published demonstrating how the school is complying with the Public Sector Equality Duty and the school's equality objectives. The school updates its published information at least annually and publishes the equality objectives at least every four years.

It will be up to schools themselves to decide in what format they publish equality information. For most schools, the simplest approach may be to set up an equalities page on their website where all this information is present or links to it are available. The regulations are not prescriptive and it will be entirely up to schools to decide how they publish the information, so long as it is accessible to those members of the school community and the public who want to see it. (5.25 DfE Equalities Guidance May 2014)

Schools' duties around accessibility for disabled pupils

4.28 Schools and LAs need to carry out accessibility planning for disabled pupils. These are the same duties as previously existed under the DDA and have been replicated in the Equality Act 2010.

4.29 Schools must implement accessibility plans which are aimed at:

- increasing the extent to which disabled pupils can participate in the curriculum;*
- improving the physical environment of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided; and*
- improving the availability of accessible information to disabled pupils.*

4.30 Schools will also need to have regard to the need to provide adequate resources for implementing plans and must regularly review them. An accessibility plan may be a freestanding document but may also be published as part of another document such as the school development plan.

4.31 OFSTED inspections may include a school's accessibility plan as part of their review

This document relates to the The Equality Act 2010 and schools: Departmental advice for school leaders, school staff, governing bodies and local authorities May 2014, updated June 2018 DfE

<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>

This is for:

- school leaders
- school staff
- governing bodies

It applies to:

- local-authority-maintained schools
- academies and free schools
- local authorities
- non-maintained special schools
- independent schools

5.16 Under specific duties set out in previous equality legislation, schools were required to produce equality schemes in relation to race, disability and gender. Under the specific duties there are no requirements to create equality schemes. But schools may choose to continue producing such a scheme, if it helps them to comply with the Equality Duty, and they can expand it to cover the additional protected characteristics

Contact us

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如欲索取以另一語文印製或另一格式製作的資料，請與我們聯絡。

যদি আপনি এই ডকুমেন্ট অন্য ভাষায় বা ফরমেটে চান, তাহলে দয়া করে আমাদেরকে বলুন।

Aby otrzymać te informacje w innym języku lub formacie, np. w alfabecie brajla, w wersji dużym drukiem lub audio, prosimy się z nami skontaktować.

Email: communications@northyorks.gov.uk



Appendix 1: Equality Legislation and Guidance

This equality scheme responds to the current equalities legislation.

- The Equality Act 2010 is the overarching legislation for all equality duties.

The act serves two main purposes:

- a) To harmonise discrimination law;
- b) To strengthen the law to support progress on equality.

The act supersedes or strengthens the following acts and regulations:

- The Equal Pay Act 1970
- The Sex Discrimination Act 1975
- The Race Relations Act 1976
- The Disability Discrimination Act 1995
- The Employment Equality (Religion & Belief and Sexual Orientation) Regulations 2003
- The Employment Equality (Age) Regulations 2006

- The Equality Act 2006 Part 2
- The Equality Act (Sexual Orientation) Regulations 2007
- The SEN Code of Practice 2001

Overview of previous equalities legislation which has been harmonised and strengthened by Equality Act 2010:

- Race Relations Act (RRA) 1976/2000
statutory positive duty to promote racial equality, promote good race relations and eliminate unlawful racial discrimination;
- Sex Discrimination Act (SDA) 1975 (and Regulations 1999), Gender Equality Duty 2007
statutory positive duty to promote gender equality and eliminate unlawful gender discrimination;
- Employment Equality (religion or belief) (sexual orientation) Regulations 2003 extended to education, Equality Act (Part 2) 2007
The Act sets out that it is unlawful for schools to discriminate against a person:
a) in the terms on which it offers to admit him/her as a pupil;
b) by refusing to accept an application to admit him/her as a pupil, or
c) where he/she is a pupil of the establishment:

i) in the way in which it affords him/her access to any benefit, facility or service,
ii) by refusing him/her access to a benefit, facility or service,
iii) by excluding him/her from the establishment,
iv) by subjecting him/her to any other detriment.
- Disability Discrimination Act (DDA) 1995/2005
statutory positive duty to promote equality of opportunity for disabled people: pupils, staff, parents, carers and other people who use the school or may wish to, and eliminate unlawful discrimination;
- Education and Inspections Act 2006, duty to promote community cohesion.
By 'community cohesion' the school is endorsing and adopting the definition provided by Alan Johnson, 2006, as:
"working towards a society in which there is a common vision and sense of belonging by all communities; a society in which the diversity of people's backgrounds and circumstances is appreciated and valued; a society in which similar life opportunities are available to all; and a society in which strong and positive relationships exist and continue to be developed in the workplace, in schools and in the wider community."

Essential Further Guidance

DfE The Equality Act 2010 and schools: Departmental advice for school leaders, school staff, governing bodies and local authorities (May 2014, updated June 2018)

<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>

Gender separation guidance, June 2018

NYCC Single Equality Scheme 2018

<https://www.gov.uk/government/publications/gender-separation-in-mixed-schools>

Equality and Human Rights Commission Guidance for schools

<http://www.equalityhumanrights.com/advice-and-guidance/education-providers-schools-guidance>

SEND Code of Practice

<https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

North Yorkshire guidance on dealing with and reporting prejudice based incidents and hate crimes in schools_and settings.

<http://cyps.northyorks.gov.uk/equalities-and-diversity>

EQUALITY OBJECTIVE 1:
Ensure all staff have appropriate and specific training in mental health and well-being to support staff and pupils through and following the Covid-19 pandemic

Success criteria

- Staff mental health and wellbeing will be a priority and appropriate support will be sourced and offered as appropriate
- Pupil mental health and wellbeing will be a priority and appropriate support will be sourced and offered as appropriate

Actions to achieve the success criteria	Persons responsible for delivering the action	Start date	Finish date	Costs borne by the school	Monitoring Person and Method	Notes on progress
<p>Short Term:</p> <ul style="list-style-type: none"> • Head and Senior teacher will liaise regarding staff members who may need support • All staff will be alert to the wellbeing of the children as they return to school in autumn 2020 	All Staff in School	September 2020	July 2021	Finance available through Government support package	Headteacher to maintain records of support required	
<p>Medium Term:</p> <ul style="list-style-type: none"> • Ongoing support made available depending on future impact of the pandemic 	Headteacher and Senior Teacher to be aware	July 21	Unknown depending on pandemic lifting	-	-	

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EQUALITY OBJECTIVE 2:

Ensure teachers and TAs have access to appropriate and specific training on SEN and disability issues

Success criteria:

- Staff will be appropriately trained to support particular pupils with physical or learning disability
- Pupils will feel fully supported and included in the life of the school

Actions to achieve the success criteria	Persons responsible for delivering the action	Start date	Finish date	Costs borne by the school	Monitoring Person and Method	Notes on progress
Short Term:						
Medium Term: <ul style="list-style-type: none"> • Ongoing support made available depending on future impact of the pandemic 	Headteacher	September 20	July 24	£500	Headteacher and staff to monitor need	
Long Term:						

EQUALITY OBJECTIVE 3:
Ensure a member of staff is trained in supporting children with bereavement

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Success criteria:

- Children faced with bereavement will have appropriate support in school
- External sources of support will also be located

Actions to achieve the success criteria	Persons responsible for delivering the action	Start date	Finish date	Costs borne by the school	Monitoring Person and Method	Notes on progress
Short Term: Plan appropriate training for a member of staff	Headteacher	July 20	September 20	Free online resource	Headteacher to monitor course completion	Initial training completed online August 20
Medium Term: <ul style="list-style-type: none"> • Ensure further training of necessary 	Headteacher	October 20	July 21			
Long Term:						

EQUALITY OBJECTIVE 4:

Ensure all staff are aware of SEN and disabled children's curriculum access by

- maintaining system of individual access plans for disabled children.
- maintaining system for information to be shared with appropriate staff

Success criteria:

- Staff will be aware that access plans must be developed for pupils joining the school with a physical or learning disability
- SENCo will develop plans for individual pupils in liaison with the class teacher
- SENCo will ensure staff have knowledge and understanding of all relevant procedures

Actions to achieve the success criteria	Persons responsible for delivering the action	Start date	Finish date	Costs borne by the school	Monitoring Person and Method	Notes on progress
Short Term:						
Medium Term: <ul style="list-style-type: none"> • Staff to be kept aware of and up to date with procedures for ensuring inclusion within the curriculum for all children 	SENDCo	Autumn Term 20	Summer Term 24	Staff meeting time each term	Headteacher to ensure timetabled staff meeting time	
Long Term:						

EQUALITY OBJECTIVE 5:
To increase pupils' understanding of different religious groups

Success criteria:

- Pupils will have a greater understanding of a range of world faiths
- Pupils will develop a tolerance of people from different religious groups
- Pupils will develop 'citizenship'

Actions to achieve the success criteria	Persons responsible for delivering the action	Start date	Finish date	Costs borne by the school	Monitoring Person and Method	Notes on progress
Short Term: <ul style="list-style-type: none"> • RE curriculum planning will include teaching and learning of several of the major world faiths 	RE curriculum leader with all staff	September 20	July 24	Resourcing of lessons	RE curriculum leader	
Medium Term: <ul style="list-style-type: none"> • Pupils will visit sacred places of a range of world faiths 	Staff teaching RE	September 21	July 24	Coach costs	RE curriculum leader to monitor staff planning	

Long Term:						
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EQUALITY OBJECTIVE 6:

Through the revised framework for RSE, increase pupils' understanding of the fact that there are same-sex and different-sex family groupings

Success criteria:

- Children will have a greater understanding of the variety of family units
- Children will develop a tolerance for children living in this variety of family units
- Pupils will develop 'citizenship'

Actions to achieve the success criteria	Persons responsible for delivering the action	Start date	Finish date	Costs borne by the school	Monitoring Person and Method	Notes on progress
Short Term: <ul style="list-style-type: none"> • RE curriculum planning will include teaching and learning of several of the major world faiths 	All staff	September 20	July 24	Resources purchased as required	Headteacher through discussion at staff meeting	

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Medium Term:						
Long Term: <ul style="list-style-type: none">• Policy reviewed December 2021 and discussion by staff and governors as to the impact of the revised strategy	Headteacher at staff and governing body meetings	December 21	January 22	Staff and governor time	Headteacher with Senior Leader	