

Orrell Holgate Primary School Equality Scheme 2007

Overarching statement

- In accordance with our *Mission Statement, Vision, Core Purpose, Aims and Values*, we pledge to respect the equal human rights of all our pupils and to educate them about equality.
- We will also respect the equal rights of our staff and other members of the school community.
- In particular, we will comply with relevant legislation and implement school plans in relation to race equality, disability equality and gender equality.

Who is responsible?

The governors are responsible for:

- making sure the school complies with the relevant equality legislation ; and
- making sure the school Equality Scheme and its procedures are followed.

The head teacher is responsible for:

- making sure the school Equality Scheme and its procedures are followed;
- making sure the race, disability and gender equality plans are readily available and that the governors, staff, pupils, and their parents and guardians know about them;
- producing regular information for staff and governors about the plans and how they are working;
- making sure all staff know their responsibilities and receive training and support in carrying these out; and
- taking appropriate action in cases of harassment and discrimination, including racist bullying, homophobic bullying and bullying related to gender or disability.

All staff are responsible for:

- dealing with racist, homophobic and other hate-incidents;
- being able to recognise and tackle bias and stereotyping;
- promoting equal opportunities and good race relations;
- avoiding discrimination against anyone for reasons of ethnicity, disability or gender
- keeping up to date with the law on discrimination;
- taking up training and learning opportunities.

The Headteacher is responsible overall for:

- dealing with reports of hate-incidents.

Visitors and contractors are responsible for:

- knowing, and following, our Equality Scheme.

Orrell Holgate Primary School Race Equality Plan 2007

1. Introduction

This plan sets out how Orrell Holgate Primary School will work to promote race equality.

This plan addresses our specific duties under the Race Relations (Amendment) Act 2000. It forms part of our general Equality Scheme and also relates to the Wigan Council procedure for reporting racist incidents involving pupils in schools.

2. Ethnic monitoring

The school will use the Wigan MBC arrangements/procedures to monitor all children on roll and adult employees. We have high expectations of all our pupils and staff. We monitor a range of data to make sure that all pupils are making the best progress possible, and that no groups of pupils are underachieving. We monitor:

- admissions
- attainment
- exclusions
- rewards & sanctions
- parental and pupil surveys

3. Impact Assessment

The following policies/plans have been assessed in regard to the general duty under the Race Relations (Amendment) Act 2000

- Orrell Holgate Equal Opportunities & Race Equality Policy
- Disability Non-Discrimination Policy
- The Code of Behaviour Policy
- The Anti Bullying (Anti Racist) Policy
- Bullying - A Charter for Action
- The Learning, Teaching & Assessment Policy
- Attendance Policy / Holidays in Term Time Policy

The outcomes of this were:

- We have policies and procedures in place to ensure we are continually working with staff, pupils and parents to sustain a school community where we promote the individuality of all in our community, irrespective of ethnicity, religion, attainment, age, disability, gender or background.

The following policies/plans are to be assessed over the next 12 months

- Orrell Holgate Equal Opportunities & Race Equality Policy (Summer Term 2007)
- Disability Non-Discrimination Policy (Summer Term 2007)
- The Code of Behaviour Policy (Autumn Term 2007)

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- The Anti Bullying (Anti Racist) Policy (Autumn Term 2007)
- Bullying - A Charter for Action (Autumn Term 2007)
- The Learning, Teaching & Assessment Policy (Summer Term 2007)
- Attendance Policy / Holidays in Term Time Policy (Autumn Term 2007)

4. Action Plan to address the General Duty to promote race equality

	Actions	By whom	Start	Finish	Evidence that it is completed
i. Promote equality of opportunity	Ensure all new staff posts continue to follow Wigan MBC Guidelines	MGW	01.01.07	ongoing	See new post application and selection procedures
ii. Eliminate unlawful discrimination	Ensure everyone has access to school activities both during and outside the school day	MGW	01.01.07	Ongoing	Keep records of any concerns / complaints / celebrations
iii. Eliminate racist harassment	Follow Wigan MBC Report Procedures	MGW	01.01.07	Termly	Keep Record of Return to Wigan MBC
iv. Promote good relations between different ethnic groups	Continue to support all pupils via the PSHE & C curriculum	All staff	01.01.07	ongoing	Individual Team Point Totals. Issues dealt with as and when they arrive. PSHE&C curriculum plans. Posters around the school
Other actions required	Establish links with a school or schools with high EM %	MGW	16.04.07	ongoing	Link established. Pupil collaboration established. Inter school visits established

5. How policies and practice are monitored

We have high expectations of all our pupils and staff. We monitor a range of data to make sure that all pupils are making the best progress possible, and that no groups of pupils are underachieving. We monitor:

- admissions
- attainment
- exclusions
- rewards & sanctions
- parental and pupil surveys
- employee profile

6. How information gathered is used

- Evaluations are based on the data gathered from the above monitoring activity and reported to the governing body. Improvement issues are included into the appropriate School Improvement Plan.

7. Staff development

The school has an annual Continuing Professional Development Plan to support the priorities in the school improvement plan, the excellence & enjoyment and every child matters agenda. The school will make use of the Wigan CYPS Equality & Diversity Officer in supporting staff development.

8. Annual reporting in relation to the Action Plan will occur during summer term 2008 and then annually at the same time.

9. The next race equality plan in 2010 will build upon this plan's actions, the results of monitoring, and other information.

Signed: _____ Chair of Governors

Date:

Orrell Holgate Primary School Disability Equality Plan 2007

1. Introduction

This plan sets out how Orrell Holgate Primary School will work to promote disability equality. A person is disabled if he or she has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day to day activities.

This plan addresses our specific duties under the Disability Discrimination Act 2005. It forms part of our general Equality Scheme and also relates to our Accessibility Plan.

2. Involvement of disabled people

Headteacher, Mr M.G. Wilson wrote the scheme. He involved disabled people in its formulation by consulting with children, parents and staff of the school with disabilities. He also contacted local agencies / voluntary groups for their help, guidance and support. The outcomes of these consultations thus far are:

Disabled children identified ...

- Two pupils

Disabled parents / parents of disabled children identified

- The need to provide showering/changing facilities for those pupils who need it.
- Flexibility regarding swimming sessions at Wigan baths
- Use of wheelchair when needed

Disabled staff / staff with disabled children identified ...

- Appropriate taps in wash rooms
- Easier access to staff specific rooms via electric pads, buzzers or keys
- Access to wheelchair

Local agencies / voluntary groups identified ...

- Braille signs close to door handles
- Improve the acoustic environment in class rooms and the main hall
- Extended outdoor tables to allow wheelchair access
- Automatic door opening at main entrances
- Access to rooms down corridors
- School entrance hatch at wheelchair height

3. Impact Assessment

The following policies/plans have been assessed in regard to the general duties under the Disability Discrimination Act 2005 and the Special Educational Needs and Disability Act 2001

- Orrell Holgate Equal Opportunities & Race Equality Policy

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- Disability Non-Discrimination Policy
- The Code of Behaviour Policy
- The Anti Bullying (Anti Racist) Policy
- Bullying - A Charter for Action
- The Learning, Teaching & Assessment Policy
- Attendance Policy / Holidays in Term Time Policy
- The Accessibility Plan 2003-05

The outcomes of this were:

- We have policies and procedures in place to ensure we are continually working with staff, pupils and parents to sustain a school community where we promote the individuality of all in our community, irrespective of ethnicity, religion, attainment, age, disability, gender or background.

The following policies/plans are to be assessed over the next three years:

- School Improvement Plan 2006-08
- Orrell Holgate Equal Opportunities & Race Equality Policy (Summer Term 2007)
- Disability Non-Discrimination Policy (Summer Term 2007)
- The Code of Behaviour Policy (Autumn Term 2007)
- The Anti Bullying (Anti Racist) Policy (Autumn Term 2007)
- Bullying - A Charter for Action (Autumn Term 2007)
- The Learning, Teaching & Assessment Policy (Summer Term 2007)
- Attendance Policy / Holidays in Term Time Policy (Autumn Term 2007)
- Accessibility Plan 2007-2010 (Spring 2008)

4. Action Plan to address the General Duty to promote disability equality

	Actions	By whom	Start	Finish	Evidence that it is completed
i. Promote equality of opportunity between disabled persons and other persons	(see also Accessibility Plan) All pupils and staff to have access to the building	MGW	2005	2007	Car park for Disabled Toilet for disabled Wet room Automatic door entry Entrance hatch at wheelchair height
ii. Eliminate unlawful discrimination	Ensure staff vacancies are appropriately advertised and appointed	Governing Body	2007	ongoing	See school vacancy adverts etc
iii. Eliminate harassment related to disabilities	Revise Anti-Bullying Policy	Governing Body	2008	annual	Policy reviewed and approved by governing body. Use of Sentinel to record any harassment

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iv. Promote positive attitudes to disability	A. Invite visitors with disability into school to talk with the children B. Review availability of books in school library on disability C. Explore using ICT / E-learning	A. MGW B. AB C. MGW	Spring 2008	ongoing	A. Record of visitors B. Book stock enhanced C. Websites in use by the children and school staff
v. Encourage participation by disabled people	Establish a link with local voluntary and council groups for the disabled	MGW & Inclusion Governor	Spring 2008	ongoing	Links established and participation taking place
vi. Take steps to take account of disabled people's disabilities	Staff CPD to raise awareness	MGW	Summer Term 2008	July 08	CPD organised and delivered to all staff
Other actions required (please list)					

5. Accessibility Plan, as required by the Special Educational Needs and Disability Act (SENDA) 2001

	Actions	By whom	Start	Finish	Evidence that it is completed
i. improvements in access to the curriculum	Establish costs of providing Sound Field systems in classrooms and the main hall & install additional systems on a phased basis	MGW	Dec 07	July 2010	Sound field systems in classrooms and the main hall
ii. physical improvements to increase access to education and associated services	*Redesign the school website * Provide access to RadioAnyWhere *Subscribe to SuperClubs PLUS * Clear corridors of obstructions	MGW	Oct 07	July 08	Website redesigned and published by 21.12.07 RadioAnyWhere in use by all learners Corridor 2B cupboard replaced with slim-line shelving
iii. improvements in the provision of information in a range of formats for disabled pupils	* Establish the demand and format required	MGW	Spring 2008	July 2008	Information provision improved appropriately

6. How policies and practice are monitored

We have high expectations of all our pupils and staff. We monitor a range of data to make sure that all pupils are making the best progress possible, and that no groups of pupils are underachieving. We monitor:

- admissions
- attainment
- exclusions
- rewards & sanctions
- parental and pupil surveys
- the school employee profile

7. How information gathered is used

- Evaluations are based on the data gathered from the above monitoring activity and reported to the governing body. Improvement issues are included into the appropriate School Improvement Plan / Annual Continuing Professional Development Programme

8. Staff development

The school has an annual Continuing Professional Development Plan to support the priorities in the school improvement plan, the excellence & enjoyment and every child matters agenda. The school will make use of the Wigan CYPS Equality & Diversity Officer in supporting staff development.

9. Annual reporting in relation to the Action Plan will occur during summer term 2008 and then annually at the same time.

10. The next disability equality plan in 2010 will build upon this plan's actions, the results of monitoring, and other information.

Signed: _____ Chair of Governors

Date:

Orrell Holgate Primary School Gender Equality Plan 2007

1. Introduction

This plan sets out how Orrell Holgate Primary School will work to promote gender equality.

This plan addresses our specific duties under the Equality Act 2006.

2. Impact Assessment

The following policies/plans have been assessed in regard to the general duty under the Equality Act 2006

- Orrell Holgate Equal Opportunities & Race Equality Policy
- Disability Non-Discrimination Policy
- The Code of Behaviour Policy
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The outcomes of this were:

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- The Anti Bullying (Anti Racist) Policy (Autumn Term 2007)
- Bullying - A Charter for Action (Autumn Term 2007)
- The Learning, Teaching & Assessment Policy (Summer Term 2007)
- Attendance Policy / Holidays in Term Time Policy (Autumn Term 2007)

3. Action Plan to address the General Duty to promote gender equality

	Actions	By whom	Start	Finish	Evidence that it is completed
i. Eliminate unlawful sex discrimination	Record and Report unlawful sex discrimination to the appropriate authority	The adult who is the first contact /witness	01.05.07	Ongoing	See any records of recorded and reported incidents
ii. Eliminate harassment related to gender	Record and Report harassment related to gender to the appropriate authority	The adult who is the first contact /witness	01.05.07	ongoing	See any records of recorded and reported incidents
iii. Promote equality of opportunity between men and women	Ensure that the outcomes of the Wigan MBC Job Evaluation Exercise are actioned	Governing Body & Wigan MBC	?	?	Appropriate action is taken at the conclusion of the Evaluation Exercise across Wigan MBC
Other actions required (please list)	Monitor cohort gender % breakdown	Key Stage Leaders	01.09.06	ongoing	See cohort context data See cohort learning support timetables

4. Gender monitoring

We have high expectations of all our pupils and staff. We monitor a range of data to make sure that all pupils are making the best progress possible, and that no groups of pupils are underachieving or discriminated against. We monitor:

- admissions
- attainment
- exclusions
- rewards & sanctions
- parental and pupil surveys
- the school employee profile

5. How information gathered is used

- Evaluations are based on the data gathered from the above monitoring activity and reported to the governing body. Improvement issues are included into the appropriate School Improvement Plan.

6. Staff development

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7. Annual reporting in relation to the Action Plan will occur during summer term 2008 and then annually at the same time.

8. The next gender equality plan in 2010 will build upon this plan's actions, the results of monitoring, and other information.

Signed: _____ Chair of Governors

Date: