

LONG FURLONG PRIMARY SCHOOL

MEETING THE AIMS OF THE EQUALITY ACT

2016/17

Governing bodies of maintained schools are required to draw up and publish equality objectives every four years, and annually publish information demonstrating how they are meeting the aims of the general public sector equality duty.

All those who interact with the school and its representatives in regard to official school business are protected under the terms of the Equality Act 2010; this includes pupils, parents/carers, staff, governors, contractors and visitors to the school. Under the terms of the Act, the following are 'protected characteristics', and the school may not – and does not - discriminate against any individual, or group of people, on the grounds of any of the following, or a combination of them:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

A person (A) directly or indirectly discriminates against another (B) if, because of a protected characteristic (or a combination of protected characteristics), A treats B less favourably than A treats or would treat others.

The Act places a duty on schools to make 'reasonable adjustments' to allow disabled users of the school to access it.

At Long Furlong, we have an Equalities Plan and Objectives, which are published under the "Policies" tab on the school website. We meet the more specific parts of the Act which apply to schools in the following ways:

- Admissions to school – these are carried out on the school's behalf by Oxfordshire County Council, and do not discriminate against any group or groups.

During the year we have focused upon objective 2 of our Equalities Plan:

To ensure that incidents of bullying & harassment based on prejudice are effectively managed ensuring appropriate support for victims and perpetrators.

A questionnaire was carried out to determine the level of understanding and experience of pupils and parents. Actions were put in place for the next two years, including teaching children how to understand and manage bullying behaviour, informing parents of our policy (through our newsletter, links to the website and a parent-forum meeting), attendance at conferences and training in restorative justice and engaging with Oxfordshire County Council anti-bullying initiatives.

We also have a series of policies and procedures in place to support us to ensure members of the school community do not become victims of unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Equality Act 2010. These include:

- Behaviour policy and Anti-bullying policy
- Safeguarding policy
- Recruitment policy
- PSHE Policy
- SEND Policy
- RE Policy

We have not discriminated against any pupils:

- (a) in the way we provide education for the pupil
- (b) in the way we afford the pupil access to a benefit, facility or service
- (c) by not providing education for the pupil
- (d) by not affording the pupil access to a benefit, facility or service
- (e) by excluding the pupil from the school
- (f) by subjecting the pupil to any other detriment

The details of the Act can be found at:

http://www.legislation.gov.uk/ukpga/2010/15/pdfs/ukpga_20100015_en.pdf