



*Learning together, valuing all,  
enjoying and achieving*

# SINGLE EQUALITY SCHEME

Date by which the policy was last reviewed: **October 2022**

Signed by Chair of Teaching & Learning Committee: *Jackie Alderson*

## Single Equality Scheme

This policy supports the school's Vision and Mission, revised in 2021:

### Vision

A caring school community, where everyone can grow, learn and adapt for the future to achieve personal success.

### Mission/Purpose

An inspirational and motivated team who are dedicated to:

- Valuing and developing the personal character of all learners
- Ensuring high quality teaching of a deep and rich curriculum
- Broadening horizons and widening opportunities for all

...through building strong relationships, and engaging all members of the community in a warm, diverse and inclusive environment.

This Single Equality Scheme is intended to respond to the spirit as well as the letter of the Race Relations (Amendment) Act 2000, the Disability Discrimination Act 2005, the Gender Equality Act 2006 and the Education and Inspections Act 2006 to promote community cohesion. It also aims to promote all other forms and strands of equality that are relevant to life in schools.

This goes beyond the school's statutory duties to promote race, gender, disability equality and community cohesion and extends to the legislation protecting against discrimination on the grounds of age, sexuality and religion or belief. Race, gender, disability, sexuality, age and religion/belief are known as the six equality strands.

The Scheme aims to integrate equality into the school's core priorities and functions. What is more, it will inform our School Development Plan as this will enable us to:

- Support the core duty of school leaders to promote the **Fundamental British Values** of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs
- Have due regard to the need to prevent people from being drawn into extremism (the "**Prevent Duty**")
- Demonstrate how promoting equality and eliminating discrimination can help raise standards
- Ensure that equality and diversity are part of the school's core business both as a school and as an employer
- Ensure that our priorities for raising standards support our equality objectives
- Inform the overall evaluation of our effectiveness in our self-evaluation form for future Ofsted inspections

- Ensure that our equality objectives complement the previous “Every Child Matters” outcomes, which are still valid for our children.

The Equality and Human Rights Commission is the enforcement body for equalities legislation and can serve the school with a Compliance Notice if it fails in its specific duties under the Acts.

### **What do we mean by Equality and Diversity?**

Equality refers to outcomes, making sure that all social groups benefit equally from our activities. Diversity recognises that we can only achieve equality by taking into account the different needs of communities. Equality is impossible to achieve without recognising diversity.

### **What is discrimination?**

Discrimination is a type of negative treatment that affects a whole group of people, or an individual because they belong to a group.

Direct discrimination is when a person is treated less favourably than others because of their (real or perceived) ethnicity, disability, age, sexuality, religion/belief or gender.

Indirect discrimination is when there are rules or procedures that have the effect of discriminating against certain groups of people.

- This Scheme applies to all staff, governors, students, parents/carers and visitors (including those from overseas).
- The 2018 Ofsted report commented favourably on our inclusive provision of which we are very proud. North Lakes School was re-accredited with the Inclusion Quality Mark in 2018. This Scheme aims to enhance as well as monitor the development of this ethos.
- Through our open-door policy, school forums, questionnaires and consultations we will demonstrate our commitment to listening to staff, pupils, parents and other school users on developing the Scheme and action plan.
- The Scheme will be promoted within the school community via teaching and learning, assemblies and displays.
- The Headteacher will have the responsibility for managing this Scheme.
- We will report on the Scheme on a regular basis to the Governing Body committees; annually via the full Governors and a summary in the school handbook.

# Profile of North Lakes School (October 2022)

## 196 Learners...

### BY GENDER:

108 Boys (55%)      88 Girls (45%)

### BY ETHNICITY: (Figures may not total 100% because of rounding)

White British/English	153	78%
Any Other White Background	24	12%
Black African	2	1%
White & Any Other Ethnic Group	2	1%
Indian	1	0.5%
Roma	1	0.5%
White & Asian	1	0.5%
White Other	1	0.5%
Any Other Asian Background	1	0.5%
Any Other Ethnic Group	1	0.5%
Refused information	3	1.5%
Information not yet obtained	6	3%
	196	

## 36 Staff...

### BY GENDER

33 are Female (**92%**) and 3 are Male (**8%**).

### BY ETHNICITY

35 are White British/English (**97%**) and 1 is of Other White Background (**3%**).

Of the 12 **Governors**, 83% are Female and 100% are White British.

**Linked documents:** Race Equality Policy, Equal Opportunities Policy, Disability Equality Policy, Community Cohesion Policy

**October 2022**