



Al-Muntada Primary School

## **Equality Statement**

**2017-18**

### **Welcome to Al-Muntada Primary School**

Equalities at our school. You will find here information about how the school ensures it meets its Specific Equalities Duties.

The Public Sector Equality Duty requires our school to publish information about Equalities.

The Equality Act 2010 clearly states that the following groups must be taken into account. People identified in the following groups are considered to have a protected characteristic.

### **Protected Characteristics**

1. Age
2. Disability
3. Sex (gender)
4. Race (ethnicity)
5. Pregnancy and Maternity
6. Religion and Belief
7. Sexual Orientation
8. Transgender
9. Marriage and Civil Partnership

The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. General Duties are the things that schools aim to achieve.

### **General Duties**

The three aims of the Public Sector Equality Duty are to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

### **Specific Duties**

The two specific duties of the Public Sector Equality Duty are intended to help schools meet the general duty. They are to:

1. Publish information
2. You will find here information about our school community

### **Set Equality Objective – Action Plan**

1. To reduce the gaps between all groups of learners across all key stages.
2. To narrow the gap between boys' and girls' attainment in writing in the primary phase .



Al-Muntada Primary School

## **Equality Statement**

**2017-18**

3. To close the gap between boys and girls meeting the expected standard in the year one phonics screening.

4. To reduce the gaps in attainment between the different ethnic and gender groups represented at Al-Muntada School

### **Staff working alone,**

Working beyond the normal school opening hours is not encouraged. However any staff that chooses to do this need ensure that they have the mobile telephone number of the head teacher/caretaker in case of difficulties.

### **Clubs and Lettings after school.**

All regular after hour's users of the school building will be responsible for ensuring that the security of their own areas is maintained and they have appropriate procedures in place for their own visitors. The head teacher will liaise with these users to ensure that the procedures are in place and are adequate.

### **Strangers.**

Any unknown adult on site not wearing a security badge must be challenged and asked to either report to the school office to sign in and collect a badge ( if an appointment has been made) or to leave the building (if there is no appointment with a member of the school community). The Head Teacher / deputy headteacher or teacher in charge must be informed immediately if there is an unauthorised person on site and may enlist the aid of the emergency services in the event of a refusal to leave the site.

### **Emergencies.**

In the event of an intruder with malicious intent all possible attempts must be made to remove children from the area of immediate danger and to call emergency services. The head teacher or deputy headteacher or teacher in charge must be notified immediately but this must not delay either of the two initial actions above.

This policy will be review annually as part the rolling programme of policy review. It will also be review as necessary following either an incident of breach to security in the school of changes in the legislation surrounding school security procedures.

**Next Review date: September 2018**