



Ellenbrook
COMMUNITY PRIMARY SCHOOL

Ellenbrook Community Primary School

Longwall Avenue, Ellenbrook,
Worsley, M28 7PS

Equality Scheme



Ellenbrook
COMMUNITY PRIMARY SCHOOL

Date	Review Date	Coordinator	Responsible Body
01/03/2023	01/03/2027	P.Marks	FGB

1. Foreword

We all have an ethnicity, an age, a sexual identity, a gender. Many of us belong to a faith group, with an increasing number of us recognising that we have a disability. These factors can often mean we want and need different things. It also means that when we say *equalities, fairness, respect* and *dignity*, it is important we are talking about an agenda that affects everyone in our school community. Our ultimate aim is about creating inclusion.

We also want to work proactively to address inequalities and improve lives for good. This is especially important where our teaching and interventions can benefit children and young people for the rest of their lives.

This is the first single Equalities Scheme for Ellenbrook Community Primary School. This document sets out our school's overall commitment to equality, diversity, human rights and community cohesion, which permeates in all our policies and procedures. It aims to ensure that everyone who comes into contact with our school community is valued and respected.

It aims to promote equality of opportunity and eliminate unlawful discrimination harassment or victimisation. It contains an approach to all the groups of people with protected characteristics identified by the Equality Act 2010. It also sets out our specific school objectives and it outlines how the school will incorporate the scheme within our day-to-day school life.

Our scheme includes our whole school; i.e. pupils, staff, governors, parents and carers and all those within our extended school community, such as neighbouring schools and learning organisations.

Whilst the document also serves to outline our statutory duties under the Equality Act 2010, more importantly it allows us to focus on making our school a fair, respectful and inclusive place, with an aim to improve outcomes that matter to our school community.

2. Introduction

The role of an Equalities Scheme is to visibly set out our priorities for action to improve chances, choices and outcomes in the lives of different groups of people and measure how we are doing to attain them.

The Equality Act 2010 covers discrimination, harassment and victimisation because of age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex and sexual orientation. These categories of people are listed as protected groups because of their characteristics. There is recognition of the complexity of multiple identities and therefore multiple needs and disadvantage. Our equality scheme includes our priorities and actions to eliminate discrimination and harassment from these protected characteristics as well as promoting a culture of human rights, respect and dignity.

The duties apply to staff, pupils and people using the services of the school, such as parents and the wider community.

Our school recognises our responsibilities with regard to the Equality Act 2010:

1. eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;



Ellenbrook
COMMUNITY PRIMARY SCHOOL

Ellenbrook Community Primary School

Longwall Avenue, Ellenbrook,
Worsley, M28 7PS

Equality Scheme



Ellenbrook
COMMUNITY PRIMARY SCHOOL

2. advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
3. foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

To further these aims, the school will choose and publish equality objectives.

This document meets the requirements under the following legislation:

[The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination

[The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

3. School Values, Ethos/Mission Statement

At Ellenbrook Community Primary School, we foster a lifelong love for learning and our aim as a school is to provide your child with a creative, caring, safe environment where they will feel valued as an individual and be encouraged to succeed both educationally and socially.

We value our relationships with parents, carers and the wider community and hope that by working with you, the time your child spends with us will be happy and rewarding.

Whilst we expect our children to excel academically, we also want them to develop as people, and we aim to nurture and support talent and interests whatever they relate to, enabling our children to achieve their full potential. The life of the school is driven by enthusiasm and a desire to achieve and succeed for all our children. We promote learning that is active and creative and encourage children to embrace challenge and celebrate success. Our curriculum is purposefully broad and children have opportunities to participate in a wide range of cross-curricular activities during their time at Ellenbrook.

As of January 2023, we are evaluating our vision and ethos and will reflect this in the Equality Scheme once completed.

4. School Profile

Ellenbrook has 434 children on roll which includes 30 full time Nursery places. Since being built in 1996, the school's demographic has gradually expanded and diversified. In the 2015 the school was asked to become two-form, increasing the diversity and demographic more so. The proportion of pupils from minority ethnic backgrounds, although increasing, is lower than average, as is the proportion who speak English as an additional language. The proportion of disadvantaged pupils is well below average. The proportion of pupils who have special educational needs and/or disabilities is below average as is the proportion of pupils with an Education, Health and Care Plan. The early years provision comprises one Nursery class and two Reception classes. The school runs a breakfast club and after-school club. The school meets requirements on the publication of specified information on its website. The school meets the government's current floor standards, which set the minimum Inspection report expectations for the attainment and progress of pupils in English and mathematics by the end of Year 6.



Ellenbrook
COMMUNITY PRIMARY SCHOOL

Ellenbrook Community Primary School

Longwall Avenue, Ellenbrook,
Worsley, M28 7PS

Equality Scheme



Ellenbrook
COMMUNITY PRIMARY SCHOOL

Further relevant information about Ellenbrook Community Primary School includes:

- This school is a very popular choice with parents and has been constantly oversubscribed.
- The vast majority of families live in owner occupier private housing
- Most parents are in full-time employment and many are self-employed.
- The school and grounds are free from vandalism.
- Children enter the nursery with skill levels that are broadly typical if not above average of children in this age group
- 30% of our children are from ethnic backgrounds other than White British
- The percentage of pupils whose first language is not English (5%) is significantly lower than national average (21%).
- The percentage of children with special educational needs is below the national average (pupils registered as SEN 9%)
- Attendance figures for the 2022/2023 (Jan 23) is 95.6% and unauthorised absence 0.69%. This continues to be better than the national average (93.4%/1.7%)
- The school is an active member of the Worsley Family of 10 schools and it benefits from the activities of the cluster especially through shared training and sports events
- The school is seen to be successful by the community it serves, and it is a very popular choice with parents

All staffing policies, including grievance, disciplinary, pay, appraisal and capability, comply with the Equality Scheme document and use Local Authority agreed models.

You can find information on the local area and its make-up, including a comparison to Salford in general here: <https://www.salford.gov.uk/people-communities-and-local-information/my-local-community/ward-profiles/>

In order to meet our equality objectives it's important to build a rich picture of our school community, to enable some analysis of our equality strengths and challenges.

January 2023 Demographics

Group	Percentage of school roll	Attendance 2022/2023 (Jan 2023)
Male	46.7	97.5%
Female	53.2	95.7%
White British/English	70.9	95.8%
Not White British/English	29	95.3%
Children whose first language at home is not English	5.7	94.3%
Pupil Premium Eligible	9.4	93.6
SEN	11.4	94.2



Ellenbrook
COMMUNITY PRIMARY SCHOOL

Ellenbrook Community Primary School

Longwall Avenue, Ellenbrook,
Worsley, M28 7PS

Equality Scheme



Ellenbrook
COMMUNITY PRIMARY SCHOOL

5. Equalities Objectives

Having outlined our school's current strengths and challenges, we have identified the following four priority areas which we feel will make a significant difference to our school community and ensure real, tangible outcomes.

We identified these objectives based on assessment and attendance data, discussions with governors and parents, staff consultations and questionnaires, school council input.

Date objectives agreed with Governors	20 th March 2023
Progress reviewed (to be done annually)	March 2024
Date next review due	March 2024
Final review date	March 2027

Our Equality Objectives, as agreed with our Governing Board are:

- 1) To provide training to all staff so they feel confident when supporting the whole school community with protected characteristics (specific focus on race and sexual orientation (Feb 2023))
- 2) To provide a wider variety of enrichment activities so there is an increased uptake in the groups of children with protected characteristics (to include 'Sports Day' and after school clubs)
- 3) To continue to develop the curriculum and key texts to promote equality and diversity by continuing to increase the range of texts and increased opportunities within the school curriculum

(add further if needed, to reflect needs of your school community)

Annual Review of Progress (date)			
Objective 1	Steps being taken	Evidence of progress	By



Ellenbrook
COMMUNITY PRIMARY SCHOOL

Ellenbrook Community Primary School

Longwall Avenue, Ellenbrook,
Worsley, M28 7PS

Equality Scheme



Ellenbrook
COMMUNITY PRIMARY SCHOOL

Objective 2	Steps being taken	Evidence of progress	By
Objective 3	Steps being taken	Evidence of progress	By
Annual Review of Progress (date)			
Objective 1	Steps being taken	Evidence of progress	By
Objective 2	Steps being taken	Evidence of progress	By
Objective 3	Steps being taken	Evidence of progress	By

6. Accessibility Action Plan



Ellenbrook
COMMUNITY PRIMARY SCHOOL

Ellenbrook Community Primary School

Longwall Avenue, Ellenbrook,
Worsley, M28 7PS

Equality Scheme



Ellenbrook
COMMUNITY PRIMARY SCHOOL

We continue to make our school as disability friendly and accessible as we can. To assist us with this process we update our accessibility action plan at least every 3 years. This outlines our plans and commitment to increase accessibility of our school environment.



9d - Accessibility
Plan.pdf

Furthermore we continue to record, monitor and review all reasonable adjustments undertaken for staff, pupils, governors, parents and carers.

7. Community Impact Assessments

We ensure we have due regard to equality considerations whenever significant decisions are made. The school always considers the impact of significant decisions on particular groups. For example (choose an example that is relevant to your school), when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions when making any significant decisions.

8. Community Cohesion

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion. We will continue to support community cohesion by:-

- Promoting activities that celebrate our common experience as well as those that recognise diversity generally and foster understanding and respect for the culture and faith of all our learners and their families;
- Encouraging learners and their families of all ethnic and faith groups to participate fully in all aspects of school life;
- Using our support for the voluntary and community sector to promote good race relations;
- Countering myths and misinformation that may undermine good community relations;
- Teaching pupils about hate crime and that hate crimes are unacceptable.

9. Human Rights

Our school integrates human rights values and principles into key areas of school life. We recognise the duties and standards expressed in the UN Convention on the Rights of the Child, The UN convention on the Rights of the People with Disabilities and the Human Rights Act 1998. We demonstrate our approach via:

- An overall school-wide atmosphere of equality, dignity, respect, non-discrimination and participation



Ellenbrook
COMMUNITY PRIMARY SCHOOL

Ellenbrook Community Primary School

Longwall Avenue, Ellenbrook,
Worsley, M28 7PS

Equality Scheme



Ellenbrook
COMMUNITY PRIMARY SCHOOL

- Empowerment of students, teachers, staff and governors to meaningfully and equally participate in the creation and implementation of school policies
- Student involvement in debates about change
- An increased sense of inclusivity and interconnectedness that fosters mutual responsibility and local and global understanding and solidarity
- Rich learning experiences about human rights inside and outside of the classroom

10. Engagement and Involvement

We involved pupils, staff, governors, parents and carers, and our wider school community in creating this Equality Scheme and action plan.

We did this via a range of involvement and engagement processes:

- questionnaires to parents and staff
- full Governing Board discussions/consultation,
- discussions/consultation with pupil and parent groups

This helped to ensure that the views of all groups, but especially potentially disadvantaged groups, were fully incorporated in the development of the Scheme and action plan.

11. Procurement & Commissioning

We are required by law to make sure that when we enter into an agreement to purchase goods or services from another organisation to help us provide our services, that organisation will comply with equality legislation. This is a significant factor in selection during any tendering process.

12. Roles and Responsibilities for Implementing the Equality Scheme

The Governing Board, Headteacher, Senior Management Team and Line Managers have a responsibility to implement the Single Equality Scheme. They will do this by setting examples and standards of behaviour challenging inappropriate and discriminatory language and behaviour ensuring all members of staff including new members are aware of this scheme. Furthermore;

The Head Teacher will:

- ensure that staff and parents are informed about the Equality Scheme
- ensure that the scheme is implemented effectively
- Encourage staff to give their individual equalities information in monitoring forms annually
- Through knowing the composition of the workforce, aim to identify any areas for development
- manage any day to day issues arising from the Scheme whether for pupils or for the school as an employer
- ensure staff have access to training which helps to implement the Scheme
- monitor the scheme and report to the Governing Board annually, on its progress and effectiveness



Ellenbrook
COMMUNITY PRIMARY SCHOOL

Ellenbrook Community Primary School

Longwall Avenue, Ellenbrook,
Worsley, M28 7PS

Equality Scheme



Ellenbrook
COMMUNITY PRIMARY SCHOOL

- ensure that the Senior leadership team are kept up to date with any development affecting the Scheme/action plan
- provide appropriate support and monitoring for any pupils to whom the Scheme has direct relevance, with assistance from relevant agencies
- evaluate, review and update the Scheme annually
- evaluate, review, and update the objectives at least every 4 years
- report any incidents relating to people with protected characteristics as part of Headteacher reports to Governors each term

The Governing Board will:

- designate a Governor with specific responsibility for the Equality Scheme
- establish that the action plans arising from the Scheme are part of the school improvement plan
- support the headteacher in implementing any actions necessary
- inform and consult with parents about the Scheme
- ensure that the action plans arising from the Scheme are part of the school development plan
- evaluate and review this scheme regularly

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 training and development 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 school improvement plan

Parents/Carers will:

- have access to the Scheme
- be encouraged to support the Scheme
- have the opportunity to attend any relevant meetings/awareness raising sessions related to the scheme
- have the right to be informed of any incident related to this Scheme which could directly affect their child

School Staff will:

- accept that this is a whole school issue and support the Equality Scheme
- be aware of the Equality Scheme and how it relates to them ,including participating in workforce equalities monitoring
- be aware of the implications of the Scheme for their planning, teaching and learning strategies



Ellenbrook
COMMUNITY PRIMARY SCHOOL

Ellenbrook Community Primary School

Longwall Avenue, Ellenbrook,
Worsley, M28 7PS

Equality Scheme



Ellenbrook
COMMUNITY PRIMARY SCHOOL

- teach pupils to treat each other with respect and dignity and promote the benefits of living in a diverse society
- ensure pupils from all groups are included in all activities and have full access to the curriculum
- challenge inappropriate or discriminatory language or behaviour
- know how to deal with incidents of concern, and how to identify and challenge bias and stereotyping
- know procedures of reporting harassment and bullying
- keep themselves up to date with relevant legislation and attend training and information events organised by the school or LA
- make known any queries or training requirements

Pupils will:

- have the opportunity to contribute to the Scheme
- be made aware of the Scheme, appropriate to age and ability and how it applies to them
- be expected to act in accordance with the Scheme
- experience a curriculum and environment which is respectful of diversity and differences and prepares them well for life in a diverse society

13. Annual Report and Review

Each year the school will publish an annual report outlining how it continues to comply with the public sector equality duty (review of the Equalities Scheme), progress with the objectives and community impact assessments. It will be an opportunity for the school to showcase its good practice.

14. Information, Feedback and Complaints

If you would like a copy of this scheme in Braille, large print or in any other accessible format or if you wish to offer the school any feedback on this scheme or the action plans contained within it, or if you wish to make a complaint, please contact:

Roger Blackburn, Headteacher, Ellenbrook.primaryschool@salford.gov.uk

Headteacher:	Roger Blackburn	Date:	01/03/2023
Chair of Governors:	Suzanne Charlesworth	Date:	01/03/2023
Policy Number:	EB-XXX		

Ellenbrook Before and After School Club

Iparent/carer of have read and accept a copy of the EBASC club policy and agree to abide by the terms there in.

I accept that I am the 'contracting parent' for the above child and agree to make payments to Ellenbrook Community primary School Before and After School Club each month when invoiced.

The sessions in this contract are 7.30am – 8.50am and 3.30pm – 6.00pm.

Signed:.....

Date:.....

Appendix 1-

PUPIL PERSONAL INFORMATION*

*This information will be collated and stored in line with the schools' privacy notice and data protection policies.

SURNAME:		FORENAME	
HOME ADDRESS:			
POST CODE:		TELEPHONE:	

MOTHER/CARER INFORMATION

TITLE:		FORENAME:		SURNAME:	
PHONE: Club time					1.
Mobile					2.
Home					3.
Work					4.

FATHER/CARER INFORMATION

TITLE:		FORENAME:		SURNAME:	
PHONE: Club time					1.
Mobile					2.
Home					3.
Work					4.

OTHER CONTACT INFORMATION – Please provide at least two

TITLE:		FORENAME:		SURNAME:	
PHONE: Club time					1.
Mobile					2.
Home					3.
Work					4.
RELATIONSHIP TO CHILD					

OTHER CONTACT INFORMATION – Please provide at least two

TITLE:		FORENAME:		SURNAME:	
PHONE: Club time					1.
Mobile					2.
Home					3.
Work					4.
RELATIONSHIP TO CHILD					

Appendix 1-

PUPIL – MEDICAL INFORMATION

DOCTOR'S PRACTICE:		MEDICAL CONDITIONS:	
---------------------------	--	----------------------------	--

Is there a current Health Care Plan in school? Yes/No

DIETARY INFORMATION

Allergies

Veg/Halal

Please specify further detailed information if you have ticked any of the above or would like to add any other relevant information:

.....

.....

.....

Appendix 1-

NOMINATED INDIVIDUALS AUTHORISED TO COLLECT YOUR CHILD

CHILDS NAME.....

Please provide on the list below the full names of all individuals authorised to collect your child from our Before & After School Club, including parents and carers.

	Name of Individual	Relationship to the child
1		
2		
3		
4		
5		
6		
7		