



# James Bateman Middle School

## Equality Statement

Approved by Chair of Governors/Headteacher	28.11.2023
Review due	November 2026

## Introduction

James Bateman Middle School is committed to promoting equality and respect regardless of age, disability, sex, gender reassignment, marriage and civil partnership, race, religion or belief, sexual orientation, pregnancy or maternity.

This statement should be read alongside the Creative Learning Partnership Trust Equal Opportunities policy, Accessibility Statement and Dignity at Work Policy.

A [model Equality Objectives](#) document is available in Appendix A (*statutory*)

A [model Equality Plan](#) is available in Appendix B (*recommended – takes place of objectives*)

[Supporting material](#) to help in drawing up Equality Objectives and Plan is available in Appendix C

## Principles

James Bateman Middle School will follow the National Curriculum Inclusion principles:

- Set suitable learning challenges
- Respond to pupils' diverse needs
- Overcome potential barriers to learning and assessment for individuals and groups of pupils

The principles of the James Bateman Middle School are:

- Our children will live 'happy, fulfilling lives'
- Outstanding teaching and learning is our core focus
- Outstanding governance from the Local Governing Board and The Creative Learning Partnership Trust supports our school
- Leadership and professionalism drives continuous improvement

## What is Disability Equality and how does the Equality Act impact on schools?

Under the Equality Act there is a requirement for public sector bodies, including schools, to promote equality for disabled people in every aspect of their work. Schools will need to take an organisational approach to formulating policy and practices, which positively promote disability.

The Equality Act 2010 introduced a single Public Sector Equality Duty (sometimes also referred to as the 'general duty') that applies to public bodies, including maintained schools and Academies, and which extends to all protected characteristics – race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity

and gender reassignment. This combined equality duty came into effect in April 2011. It has three main elements.

In carrying out their functions, public bodies are required to have due regard to the need to:

- **Eliminate discrimination**
- **Advance equality of opportunity**
- **Foster good relations**

This duty requires schools to adopt a proactive approach, mainstreaming disability equality into all decisions and activities. The duty does not just apply to disabled pupils; it applies to any non-educational services schools provide. The duty applies also to parents, members of staff, visitors to the school, local community members and to potential pupils of the future.

Schools can implement the general duty by actively reviewing all their policies, procedures and planned access improvements to remove barriers, with a view, for example, to greater recruitment and retention of disabled staff, greater participation of disabled pupils, disabled parents and community members.

## **What are the specific duties?**

The specific duties require schools:

- **To publish information to demonstrate how they are complying with the Public Sector Equality Duty**
- **To prepare and publish equality objectives, and (optional) an equality plan**
- **To prepare and publish an accessibility plan**

Schools need to update their published information at least annually and to publish objectives at least once every four years.

## **Leadership and Management in our School – a commitment to inclusion and equality**

A clear ethos is set by the local governing body and the school management, which reflects the schools' commitment to equality for all members of the school community. The schools' advance equalities of opportunity through positive and proactive approaches to valuing and respecting diversity.

Governors take all reasonable steps to ensure that the school environment gives access to people with disabilities, and also strive to make school communications as inclusive as possible for parents, carers and pupils.

The school management works in partnership with others to eliminate all forms of oppressive behaviour; prejudice related incidents and discrimination.

All members of the school community, including pupils, parents, community and staff are consulted and contribute to the development and review of relevant policy

documents. The school ensures the involvement of governors and takes positive action to enable consultations and contribution of all.

The evaluations of plans and policies are used to set equality objectives and address equality issues. The development of teaching and the curriculum are monitored to ensure high expectations of all pupils and appropriate breadth of content in relation to the school, local, UK and global community.

**The Local Governing Body and Headteacher will ensure that the school complies with all relevant equalities legislation and ensures that the policy, related procedures and strategies are implemented. The Headteacher will also ensure that all staff are aware of their responsibilities under the policy.**

## **Equality Objectives**

Schools are required to have Equality Objectives showing how they are planning strategically and the impact this has over time following the duties of the Equality Act 2010. These general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

James Bateman Middle School understands the principle of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. The Equality Act defines 'protected characteristics' as disability, race, religion or belief, sex, sexual orientation, gender reassignment, and pregnancy and maternity. We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

## Appendix A

### James Bateman Middle School Equality Objectives

**November 2023**

Following an audit of equalities in our school, the governing body has agreed the following Equality Objectives:

#### **Equality Objective:**

**Statement 1** - Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups within our school and local community.

**Statement 2** - Actively close gaps in attainment and achievement between students and all groups of students; especially students eligible for free-school meals, students with special educational needs and disabilities, looked after children and boys.

**Statement 3** - Monitoring and promotion of the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially students with special educational needs and pupil premium.

**Statement 4** - We observe good equalities practice, including staff recruitment, retention and development.

#### **Success Criteria:**

**Statement 1 - Why we have chosen this objective:** The context of our school is predominately White British with families identifying as Christian or no-religion.

**To achieve this objective, we plan to:** improve knowledge, skills and attitudes to enable pupils to appreciate and value difference and diversity, e.g. increasing understanding between pupils from different faith communities.

#### **Progress we are making towards this objective:**

- Further development of school's Religious Education curriculum using Staffordshire SACRE 2023.
- James Bateman 'Champion Opportunities' to include visits to local places of worship.
- Assembly rota and yearly calendar to incorporate festivals from a range of different religions.

**Statement 2 - Why we have chosen this objective:** For all pupils to be appropriately challenged and engaged through well-planned and managed classroom support.

**To achieve this objective, we plan for:** Staff and leaders to be aware of children vulnerable to under achievement and to reflect this in their own planning and delivery of first quality teaching. Ensure good outcomes for children with SEND or vulnerable to under achievement.

**Progress we are making towards this objective:**

- School teaching and Learning Policy based on Rosenshine's Principles of Instruction.
- Further development of school formative assessment process, including use of new assessment papers, tracking and reporting.

Progress of vulnerable groups discussed weekly at SLT meetings - including discussions around pupil premium strategy and SEND.

**Statement 3 - Why we have chosen this objective:** In 2021-2022 only 10% of pupil premium pupils attended an after school extra-curriculum club. We wish to ensure school leadership roles and the school student council have a fair representation from vulnerable groups.

**To achieve this objective, we plan to:** Monitor take-up of extra-curricular clubs and analyse data via Arbor. Promote clubs for all pupils. No charge for after-school clubs.

**Progress we are making towards this objective:**

- Use of Arbor to track and monitor take-up of extra-curricular clubs.
- Monitoring of club attendance by senior leaders including pupil premium and SEND.
- Use of pupil voice to identify clubs which are of interest to all pupils.

**Statement 4:**

- whatever their age
- whether or not they are disabled
- whatever their ethnicity, culture, religious affiliation, national origin or national status
- whatever their gender and sexual identity, and with full respect for legal rights relating to pregnancy and maternity.

### **Actions to be taken Aims of the Equalities Statement**

We aim to reduce and remove inequalities and barriers that already exist.

In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between:

- disabled and non-disabled people
- people of different ethnic, cultural and religious backgrounds
- girls and boys, women and men.

#### **Eliminate unlawful Advance equality to Foster good relationships**

Our Current Equality Objectives are:

- To ensure that disadvantaged children are performing as well as other children within school.
- To educate all children on respect and diversity
- To ensure that our curriculum includes opportunities for our pupils to encounter people from a range of cultures and religions.

## **Appendix B**

### **James Bateman Middle School Equalities Plan**

#### **Introduction**

Our School is committed to ensuring that all our children and staff are treated equally and we seek and remove barriers where we find them.

The schools recognise it has to make special efforts to ensure that all groups prosper including:

- Boys and girls, men and women
- All minority ethnic groups including travellers, refugees and asylum seekers
- Pupils or families with different religions or beliefs
- Pupils and others with special educational needs
- Pupils and others with a range of disabilities
- Children looked after and their carers
- Children or staff who are gay or lesbian
- Pupils or staff who are pregnant or have just given birth
- Pupils or staff undergoing gender reassignment

The school ensures equality of groups through understanding our pupils, their needs and monitoring them to enable our children effectively.

#### **What sort of school are we?**

- The school is an average sized Middle School
- The proportion of pupils known to be eligible for free school meals is above average
- Very few pupils are from minority ethnic backgrounds
- The proportion of pupils with first language not English is very small
- The proportion of pupils with SEN support is above national
- 7 pupils have EHC Plans
- Mobility is lower than average.

- School deprivation indicator is higher than national

**The school has identified the following issues that may be barriers to effective learning and successful working at the school:**

- Low self esteem, low expectations and peer group pressure
- Experience of bullying, harassment or social exclusion
- Low income leading to difficulty in participating in some aspects of school life and no adequate home study space
- Low parental support or different parental expectations
- Lack of help with emotional, mental & physical well-being and poor behaviour including exclusions
- Special Educational Needs

**School's Commitment to Equalities**

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principle of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion. We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

The school recognises that Positive Action provisions in the Equalities Act 2010 allow us to target measures that are designed to alleviate disadvantages experienced by, or to meet the particular needs of, pupils with particular protected characteristics. If we decide to use these we will ensure that it is a proportionate response to achieve the relevant aim.

## **Appendix C**

**Materials considered to help draw up the plan**

**Establishing, maintaining and developing a school culture and ethos**

- Celebrate diversity/equality
- Celebrate achievement
- Promote positive attitudes towards disabled people
- Promote positive attitudes towards people of different ethnic groups/religions etc
- Involve pupils, parents and staff
- Promote high expectations



- Demonstrate sensitivity to pupils with disabilities
- Communicate behaviour expectations
- Ensure that it welcomes applications for school places and jobs from all sections

### **Preventing and dealing effectively with bullying and harassment**

- Recognising that the groups covered in this policy are more vulnerable to bullying
- and harassment
- Communicate to pupils, parents and staff its abhorrence of all forms of bullying
- and harassment
- Ensure that incidents are reported and addressed swiftly and effectively
- Record, analyse and report bullying and harassment on grounds of race, gender, disability, sexual orientation etc.

### **Listening to pupils, staff, parents and others**

- Hear the student voice
- Actively seek staff views and listen to staff concerns
- Seek the views of parents
- Ensure it encourages, enables and hears the full range of views including those with disabilities

### **Equalising opportunities**

Recognising that some of the groups covered in this policy are likely to be economically disadvantaged, James Bateman does:

- Ensure school uniform is affordable
- Avoid putting parents under unnecessary financial pressure
- Promote the take-up of extra-curricular opportunities
- Ensure that its charging policy is appropriate
- Monitor take-up of extra-curricular opportunities
- Widen access to careers advice and work experience placements

### **Informing and involving parents and carers**

Recognising that some of the groups covered in this policy are more likely to find school intimidating, strange or inaccessible, James Bateman does:

- Offer a range of ways of communicating between school and parents that meet parents' circumstances and needs
- Encourage parents to let the school know if they have a particular disability or other need
- Encourage parents to discuss their concerns
- Ensure that parents understand how well their child is progressing
- Explain how parents can help their child at home
- Explain how parents and others can help in school
- Encourage parents to join the PTA and/or governing body

### **Welcoming new pupils and helping them to settle in effectively**

Recognising that some of the groups covered in this policy are more likely to find school intimidating, strange or inaccessible, and to move mid-year, James Bateman does:

- Ensure a happy start to the school at normal times
- Ensure effective school transfer and induction mid-year
- Ensure that extra help is given to pupils who find change of school challenging
- Ensure well-planned school adjustments are made to cater for a child with disabilities- if possible in advance of starting at the school.

### **Addressing the full range of learning needs**

Recognising that some of the groups covered in this policy are more likely to under-achieve, James Bateman does:

- Ensure curriculum is relevant
- Ensure appropriate teaching styles and classroom organisation
- Planning is based on earlier learning
- Marking policy promotes learning of all
- Track pupil progress & Identify under- performing
- Promote and maintain higher attendance - strategies & monitoring

### **Supporting learners with particular needs**

Recognising that some of the groups covered in this policy are more likely to have particular needs, James Bateman does:

- Provide distance learning packs for children out of school
- Prepare Personal Education Plans to focus on learning priorities
- Provide Basic Skills support
- Ensure language support is available as required
- Support students through tutoring/mentoring schemes
- Provide Homework/Revision support
- Provide appropriate training to enable staff to meet particular learning needs - planned well in advance of a child's admission.

### **Making the school accessible to all - James Bateman does:**

- Meet the needs of pupils, staff and others with physical disabilities
- Meet the needs of pupils, staff and others with other disabilities
- Ensure that curricular and extra-curricular opportunities are available for pupils with disabilities
- Identify further developments to address outstanding issues where these constitute reasonable adjustments

### **Ensuring fair and equal treatment for pupils**

Recognising that the school needs to ensure that its policies and practice do not discriminate, directly or indirectly, against pupils in the school, James Bateman does:

- Ensure fair admissions procedure
- Assess the implications uniform requirements have on pupils and modify them where appropriate
- Accommodate the needs of different cultures, races and religions where reasonably possible (in relation to wearing of uniform for example)
- Ensure that the implementation of uniform and other policy is sufficiently flexible to accommodate the needs of pupils undergoing gender reassignment
- Monitor the use of sanctions to ensure that staff do not impose stricter disciplinary penalties on one group than they do in similar circumstances to

others

- Ensure where relevant that teaching or the expression of religious belief about same sex relationships is conveyed responsibly and sensitively.

### **Ensuring fair and equal treatment for staff and others**

Recognising that the school needs to ensure that its policies and practice do not discriminate, directly or indirectly, against adults as well as pupils in the school and that

positive role models and a wider perspective will strengthen the school, James Bateman does:

- Ensure non-discriminatory recruitment and employment practices
- Promote dignity at work
- Encourage the development of all staff

### **Encourage participation of under-represented groups**

Recognising that the school has an opportunity to model empowerment of all groups including disabled, ethnic, religious and socially & economically disadvantaged groups, James Bateman does:

- Recruit governors' representative of the pupil population and/or community
- Support individuals and community groups to express their case on matters affecting themselves and their community

### **Monitoring and Evaluating the policy**

Recognising that the strength of this policy depends upon ensuring that everyone is actively implementing it and that gaps and the need for further development will arise from effective evaluation, James Bateman does:

- Train all staff & governors
- Consult pupils, parents and staff on how the policy is working and how it could be improved
- Monitor and review practice
- Carry out impact assessments to evaluate practice
- Report to governors
- Report to parents and pupils

## **Appendix D**

### **Useful Links**

[Abilitynet](#) gives free information and advice on any aspect of the use of a computer by someone with a disability.

[Action on Hearing Loss](#) runs a telephone/teletext helpline and also produces information leaflets and fact sheets.

[Arthritis Care](#) campaigns nationally, and also works through a network of local groups and centres offering support, advice and training. Information is available on their website and they represent the best source of information nationally on arthritis, its impact and on ways that colleges and centres may best be able to meet the requirements of learners with arthritis.

**Autism Oxford** brings together people who seek knowledge and understanding of the Autism Spectrum and autistic behaviour with those best able to impart it.

**British Deaf Association** is an organisation of Deaf people that represents the Deaf community.

**The British Dyslexia Association** offers advice, information and help to families, professionals and dyslexic individuals. It works to raise awareness and understanding of dyslexia, and to effect change. BDA provides a range of useful resources related to dyslexia.

**Broadbandsuppliers** is a site which collates valuable advice on online resources for disabled users.

**Foundation for people with learning disabilities** The Foundation provides information, resources and services and tries to influence government and local authority policies and services so that they better meet the needs people with learning disabilities.

**Gov.uk – disabled People** This part of the Gov.uk website has been designed to help people find out about their civil rights. It provides information on legislation that exists to help establish employees and employers.

**Diabetes UK** has a mass of information about diabetes that is of wider interest and would certainly be helpful to schools.

**Down's Syndrome Association (DSA)** provides information, advice and support to parents and individuals with Downs Syndrome. It also provides information and advice to professionals whose work requires an understanding of the condition.

**Dyslexia Action (DA)** is a charity that specialises in the assessment and teaching of people with dyslexia and is now the only national dyslexia teaching organisation in the world. It seeks ways to improve the effectiveness of teaching and also focuses on the development of teaching materials.

**Epilepsy Action** has developed a large website that includes basic information about the condition that will be useful to schools. The site also provides an index of reference material for those who wish to develop a more detailed understanding of epilepsy.

**The Equality Human Rights' Commission (EHRC)** is an independent body, established to eliminate the discrimination faced by disabled people and to promote equality of opportunity. The EHRC produces many useful guides and publications such as how to organise disability awareness/equality training and it has a fully accessible helpline.

**Mencap** is one of the major organisations for people with learning difficulties. Mencap has produced an education resource pack for those over 16 years old which supports their Essential Skills Award. The resource was developed by Mencap National College and focuses on enabling learners to develop "practical skills for the

real world". For more information on the award, call Tracy Wardle on 01935 403120 or e-mail [tracy.wardle@mencap.org.uk](mailto:tracy.wardle@mencap.org.uk)

**The Mental Health Foundation** The Foundation produces many publications on mental health. It also produces a newsletter, monthly updates and factsheets.

**MIND** (National Association for Mental Health) is a mental health charity covering England and Wales. Factsheets can be downloaded from their website on issues such as mental health problems and learning disabilities.

**National Autistic Society** provides an enormous amount of information ranging from introductory information to links to research sites. This is an extremely valuable resource for education professionals.

**National Deaf Children's Society (NCDS)** Provides professionals with the latest information on campaigns, government news, NCDS projects and academic and professional research, publications and resources that are available to you.

**NASEN** (The National Association for Special Educational Needs) is an organisation that provides a forum for those actively involved with exceptional learning needs and/or disabilities and contributes to the formulation and development of policy in the area. NASEN also publishes quarterly the British Journal of Special Education and Support for Learning.

**National Autistic Society** provides an enormous amount of information ranging from introductory information to links to research sites. This is an extremely valuable resource for education professionals.

**NDCS** (National Deaf Children's Society) campaigns to break down barriers faced by deaf children and young people. The website provides a considerable amount of information and research for families, young people and professionals working in the field.

**RADAR** (Royal Association for Disability and Rehabilitation) provides information and advice on all aspects of disability and has also compiled a list of recommended Disability Awareness or Equality trainers.

**Royal National Institute of Blind People (RNIB)** produces a huge range of resource materials. It runs a telephone information service and supports this with a range of fact sheets. One of the main ways in which LAs, schools and colleges will need to respond to DDA Part 4 is by ensuring that blind and partially sighted students can have access to teaching materials. RNIB has a wealth of experience in this area.

**Sense** The national (UK) voluntary organization working with and supporting people of all ages who are deafblind or have associated disabilities.

**Scope** is a national organisation for people with cerebral palsy. It also offers a range of services to professional staff in education and social services including information and advice. The Scope website offers a large quantity of useful information online and also provides a large index of additional publications that colleagues working primarily

with disabled students will find very useful. The site is large and it may be helpful to go directly to the online publications catalogue:

[www.scope.org.uk/action/publications/index.shtml](http://www.scope.org.uk/action/publications/index.shtml)

**SHINE** is happy to provide information to professionals working with young people with spina bifida and hydrocephalus to enable them to provide improved support. Their website includes a publications section which is extremely helpful for education staff.

**World of Inclusion** provides training and resources primarily for schools, but also for colleges and local authorities around the issue of inclusion for all students within our education system.