

**St. Bartholomew's**  
*Church of England*  
*Primary School*



**Single Equality  
Statement**

September 2023

# Equality & Diversity Overview

The Governing Body of St. Bartholomew's C of E Primary School have agreed the following relating to Equality & Diversity for our school.

## Introduction

The school endeavours to improve all aspects of equality and diversity through fostering good relationships with all equality groups, advancing the equality of opportunity for all and eliminating unlawful discrimination, harassment and victimisation.

By acknowledging the need for governors, school leaders, employees, pupils and trade unions/professional association representatives to work in partnership to improve all aspects of equality and diversity, we anticipate a cultural change will become embedded within our school systems.

## Key Documents

The governing body have approved a number of procedures, guidance and templates to meet the school's legal requirements and ensure our commitment to equality and diversity, as follows;

- Single Equality scheme & action plan guidance and template – to be renewed every 3 years<sup>1</sup>
- Equality & Diversity Guidance for schools – which will act as a source of information for all stakeholders
- Equality Impact Assessment (EIA) template & guidance – which will be used whenever a policy/procedure/initiative is developed or changed within school
- Guidance on publishing of equality data for schools – which will be used to produce and publish school data on an annual basis.
- School Accessibility Plan – as part of the schools SEN report, in compliance with paragraph 3 of schedule 10 to the Equality Act 2010. This will be reviewed annually.

## Consultation & Review

We envisage that where such procedures require amendment this will be undertaken following consultation and open dialogue with employees and school based trade union/professional association colleagues, prior to adoption by this governing body.

---

## **Single Equality Scheme Statement**

This Single Equality Scheme aims to integrate equality into the school's core priorities and functions. It will inform our School Improvement Plan and this will enable us to:

- 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
- promote community cohesion and good relations between people of different backgrounds through education
- inform the overall evaluation of our effectiveness in our self-evaluation form for future Ofsted inspections
- ensure that our equality objectives help complement the outcomes for pupils in school
- place the school in a position, which is regarded by everyone as an environment that affords respect and fair treatment of all.

This scheme aims to bring together equality strands in one harmonised document and set out our school commitment to promotion of race, disability and gender equality as well as incorporating newer legislation on age, sexual orientation, religion and belief and gender identity. Our Equality Action Plan will bring together all our existing work as well as enabling us to introduce developments. Our equality and diversity policy promotes fairness and equality of opportunity as well as celebrating diversity for all people.

### **Key Equality and Diversity Objectives:**

- To increase staff and pupil knowledge and understanding of equality and diversity issues
- To work together with stakeholders to deliver more effective and equal outcomes for staff and pupils.

### **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 particular 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.

## **Who does this scheme apply to?**

This equality scheme applies to all stakeholders: pupils, staff, governors, parents and carers, visitors and the wider community.

### **School Profile**

St. Bartholomew's is a smaller than average, single form entry primary school with 212 pupils. It is ranked in the 4<sup>th</sup> IMDB decile with 11% of pupils eligible for additional government funding. Currently 25% of pupils have special educational needs or disabilities.

### North Tyneside Profile

Located on the north east coast just to the north of Newcastle upon Tyne, North Tyneside is a borough with great potential and strengths: outstanding educational achievement, magnificent natural assets, easy accessibility to the coast, city and riverside, affordable housing, improving urban areas and rural areas with a high quality of life. Such attributes make our borough a great place to live, work and visit.

The 2009 Residents' Survey shows that 94% of our residents feel happy living in North Tyneside, and 91% feel that their local area is somewhere they belong.

As of January 2014, North Tyneside's population was estimated at 202,744 people. North Tyneside's resident population is projected to rise to approximately 228,000 by 2030. By that time, an estimated 5% will be from BME (black and minority ethnic) communities and 25% will be aged over 65.

Key statistics about our residents include:

- 48% are male, 52% female.
- 18% are aged 0-15 years.
- 19% are aged 65 years and over.
- 4.9% are from black and minority ethnic (BME) communities – the main groups being 'Other White' (1.2%), Indian (0.5%) and Chinese (0.4%).
- 21% have a disability or condition which limits their day-to-day activities.
- 11% provide unpaid care.
- An estimated 1% are Trans (Gender Identity Research and Education Society 2011).
- An estimated 1% are gay or lesbian and 0.5% are bisexual (Office of National Statistics Integrated Household Survey 2009).
- 64% are Christian, 1.7% combined are from other faiths (Muslim, Sikh, Buddhist, Jewish, Hindu or 'other') and 28% have no religion. (Not everyone answered this question in the Census).
- 47% are married, 0.2% are in a civil partnership, 32% are single, 10% are divorced, 3% separated and 8% widowed.

According to the 2011 census, North Tyneside's main BME communities are Indian, Chinese, Bangladeshi, Pakistani, and African. After Christianity, the next most popular religions are Muslim, Sikh, Buddhist and Hindu.

These are extremely low, however – accounting for just 1.5% combined – and are among the lowest levels in Tyne & Wear. With some exceptions, the minority religious groups practise their religions in Newcastle, which has sizeable communities of the Jewish, Muslim and Hindu faiths.

The North East as a whole is renowned for its community spirit and friendliness. Results from our 2015 Residents' Survey show that 62% think their area is a place where people from different backgrounds get on well together; and 70% feel a strong sense of belonging to their neighbourhood. We feel this is a strong foundation but are keen to improve on both of these figures.

## **Roles and Responsibilities**

Governors are responsible for:

- ensuring that the school complies with all equality legislation
- approving and adopting the school's single equality scheme
- receiving progress reports and making recommendations for future actions to ensure the identified priorities are achieved
- a named governor will have responsibility for monitoring equality outcomes

The Leadership Team of the school will be responsible for:

- promoting the single equality scheme both inside and outside the school
- ensuring that all staff fulfil their role with regard to delivering equality
- providing reports to the governing body and staff on how the scheme is working
- taking appropriate action where discrimination occurs

Parents and Carers will:

- have access to the scheme and 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

Staff are responsible for:

- engaging with the school in eliminating any discrimination
- promoting a positive working environment
- showing a commitment to undertaking training and development within this area

Pupils will:

- engage with the school in eliminating any discrimination
- promote a positive environment for learning
- show commitment to undertaking further learning in this area

Visitors to our school will be expected to respect and follow our equality policy.

## **Monitoring and Reviewing**

This single equality scheme will run for three years but will be reviewed and reported upon annually to the governing body.

The School Improvement Plan will ensure this scheme forms an essential part of the school's action on equality. It includes targets determined by the governing body for promoting a cohesive community, inclusion and equality in the school,

also with reference to the workforce. It also ensures other school policies address equality issues.

This scheme and policy will be regularly monitored and reviewed by staff and governors to ensure that it is effective in tackling discrimination, promoting access and participation, equality and good relations between different groups, and that it does not disadvantage particular sections of the community.

Any pattern of inequality found as a result of impact assessments is used to inform future planning and decision-making.

The Headteacher will provide monitoring reports for review by the Governing Body. These will include: school population, recruitment, retention, progression, key initiatives, progress against targets and future plans.

### **Equality Action Plan**

Our Action Plan, which is linked to this document, identifies our specific actions to enable the school to move forward in promoting the diversity agenda and achieve the equality objectives outlined in this scheme.

### **School Accessibility Action Plan**

The School Accessibility Plan is linked to this document, identifying the specific actions proposed by the Governing Body to improve pupil access to information, buildings and the curriculum.

### **Impact Assessments**

The school will undertake to impact assess all of its policies, procedures and practices and will, where necessary, support staff in engaging with any new practices.

Date: September 2023  
Review Date: September 2026