



## Lammack Community Primary School

### Equality Act Statement

Adopted Date: April 2016  
Last Reviewed: Spring 2021  
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## Equality statement

Blackburn with Darwen Borough Council is committed to treating all employees fairly and promoting equality of opportunity and providing clear performance and behavioural expectations to recognise and promote diversity and continually monitor and evaluate equality analysis. There is a zero tolerance approach to any form of discrimination, victimisation, bullying and harassment. Our recruitment and selection processes will aim to ensure that people who join the Council have shared values.

The Council's approach continues to ensure a fair and inclusive working environment for everyone in the Council. Everyone who works for Blackburn with Darwen Council (as an employee, contractor or volunteer) is expected to adhere to these principles. Councillors (Members) are also bound by their Code of Conduct.

Under the Equality Act 2010, employees and others working on behalf of an employer can be held personally liable for acts of unlawful discrimination where an employer has taken all reasonable steps to prevent such an act.

Prejudice and discrimination can affect anyone, but some groups are affected more than others. This could be because of their religious beliefs, culture, heritage, appearance, abilities, age, gender, or sexual orientation – diverse identities that are intrinsic to them. This means that individuals may not be provided with the same opportunities as others, or are not treated with dignity and respect because of who they are.

We acknowledge and welcome our legal duties and use legislation and national guidance as a framework to improve or maintain standards and be accountable to the people it serves. To support this, we provide a range of guidance and information on our public and employee webpages including:



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- Equality Impact Analysis – The Council will complete an Equality Analysis on all its policies, procedures and service plans to ensure our decisions are fair, informed and lawful (in terms of both Equality and Human Rights). EIAs are an integral part of continuous service, performance review and improving services for all customers and citizens.
- [Recruitment](#) and employment policies and guidance
- Equality Watch report – to monitor our progress on achieving a workforce that is representative of the borough's resident population. The statistical analysis also provides information on the areas where under-representation is apparent and helps us to identify positive actions.
- Learning and Development opportunities including mandatory induction relating to Equality, Diversity and Inclusion Essentials
- [Behavioural Framework/Code of Conduct](#) for employees, Code of Conduct for Members and Customer Standards
- Procedures for reporting incidents of discrimination, harassment and Hate Crime (issues can also be reported anonymously or by witnesses).
- [Communication standards](#) including guidance for translations, interpreting and alternative formats as well as guidance on inclusive and acceptable language.
- Procurement/commissioning – equality standard and clauses in contracts for organisations providing services on our behalf.

If you wish to raise any questions or concerns, please raise with your line manager in the first instance, or alternatively if you feel you have not been treated fairly please refer to our Complaints procedure (public) or grievance procedure (employees).



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#### Equality Objectives 2021/22

In achieving compliance with the Act, objectives are set annually. Detailed below are the Lammack Primary School's current set of overriding objectives.

Objective group	Objective	Actions
Pupil Achievement	<ul style="list-style-type: none"><li>To monitor and analyse pupil achievement by race, gender and special educational need or disability and act on any trends or patterns in the data that require additional support for pupils.</li></ul>	<ul style="list-style-type: none"><li>All pupils are assessed, monitored and tracked.</li><li>Under-achievement is identified and appropriate intervention is applied.</li><li>Well-being lead to intervene and support where necessary.</li><li>Home school agreement in place.</li></ul>



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Behaviour and Safety	<ul style="list-style-type: none"><li>• To ensure all pupils regardless of race, gender and special educational need or disability feel safe and valued.</li></ul>	<ul style="list-style-type: none"><li>• Lammack values are displayed and referred to throughout school and underpin everything we do. (Love, Determination, Honesty, Friendship, Teamwork, Respect)</li><li>• Pupils, staff and parents know that misconduct and gross misconduct will be challenged.</li><li>• Pupils have a voice through the Junior Leadership Team, School Council, Eco Warriors, Digital Leaders etc.</li><li>• In year starters have a buddy to ensure they settle well into the Lammack community.</li><li>• Bullying is not tolerated at Lammack.</li><li>• Whistle blowing policy in place and referred to often.</li></ul>
Teaching	<ul style="list-style-type: none"><li>• All pupils have access to a curriculum which has been adapted and centred around their needs.</li></ul>	<ul style="list-style-type: none"><li>• All pupils experience quality first teaching.</li><li>• Classrooms reflect the community that the children are from.</li></ul>



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Leadership and Management	<ul style="list-style-type: none"><li>The school is led and managed in a fair and inclusive manner regardless of race, gender and special educational need or disability.</li></ul>	<ul style="list-style-type: none"><li>The staff and governing body reflects the diversity of the Lammack Primary School community.</li><li>We have high expectations of everyone involved with the whole school community.</li><li>We will continue to provide opportunities for parents to support their child's learning through clear communication and high quality parent workshops either face to face or virtually.<ul style="list-style-type: none"><li>Code of conduct for staff and governor's in place.</li></ul></li></ul>
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Lammack Primary School will make reasonable adjustments to meet the needs of disabled pupils and implement an accessibility plan aimed at: (a) increasing the extent to which disabled pupils can participate in the curriculum; (b) improving the physical environment of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided; and (c) improving the availability of accessible information to disabled pupils.

If you feel you have not been treated fairly please refer to the Dignity at Work Policy.

Further Guidance is available from the HR Service.