

Littledean Church of England Primary School

Equality Policy

Introduction

This policy outlines the commitment of the staff, children and governors at Littledean C of E Primary School to ensure that equality of opportunity is available to all members of the school community. For our school this means not simply treating everybody the same but understanding and tackling the barriers that could lead to different outcomes for different groups of children in school, whilst celebrating and valuing the achievements and strengths of all members of the school community. These include:

- Children
- Staff
- Parents/carers
- Governors
- Outside agencies linked to the school
- Visitors to the school
- Students on placement

Legal Framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- Special Educational Needs and Disability Regulations 2014
- Education and Inspectors Act 2006
- Equality Act 2010
- Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- General Data Protection Regulation (GDPR)
- Public Sector Equality Duty (PSED)

This policy also has due regard for non-statutory guidance, including the following:

- DfE (2014) 'The Equality Act 2010 and schools'

The Equality Act 2010

This provides a modern, single legal framework with three broad duties:

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

For the purpose of this policy, the Equality Act 2010 will be referred to as 'the Act'.

The school fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities. Protected characteristics under the Act are:

- Age
- Disability

- Race, colour, nationality or ethnicity
- Sex
- Gender reassignment
- Maternity and pregnancy
- Religion or belief
- Sexual orientation
- Marriage and civil partnership

The Act makes it unlawful for the Governing Body of a school to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions
- In the way it provides education for children
- In the way it provides children access to any benefit, facility or service
- By excluding a child or subjecting them to any other detriment.

Objectives

- To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
- To advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
- To eliminate any discrimination, harassment and victimisation. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender identity, sexual orientation, colour, race, ethnic or national origin or religious beliefs.
- To ensure that this policy is applied to all we do.

Good Practice

At Littledean C of E Primary School we believe that equality should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth. Interactions between staff, children, parents, governors and the wider community are carried out with respect. We expect that:

- Everyone within the school community will challenge any type of discriminatory and/or bullying behaviour, e.g. through unwanted attentions (verbal or physical) and unwelcome or offensive remarks or suggestions.
- All children and adults will treat each other with friendliness and respect and welcome visitors to the school in the same way.

As a school we aim to enhance the sense of community locally, as well as in the context of the UK and the wider world.

Resources and Materials

The provision of good quality resources is essential in order for teachers to promote inclusion and equality of opportunity. These resources should:

- reflect the world as an ethnically and culturally diverse society;

- reflect a range of viewpoints;
- show positive images of males and females in society including those with disabilities;
- reflect non-stereotypical images of all groups in a global context;
- include materials to raise awareness of equal opportunity issues;
- be equally accessible to all members of the school community;
- not include explicitly or implicitly sexist materials.

Language

At Littledean C of E Primary School we recognise the importance of all members of the school community using appropriate language which:

- does not transmit or confirm stereotypes;
- does not offend;
- creates and enhances positive images of particular groups identified at the beginning of this document;
- creates the conditions for all people to develop their self esteem;
- uses correct terminology when referring to particular groups or individuals e.g. Inuit rather than Eskimo, Native Americans rather than Red Indians.

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Monitoring

We make regular assessments of children's learning and use this information to track their progress as they move through the school. As part of this process we regularly monitor and track the performance of different groups to ensure that all groups of children are making the best possible progress. We use this information to inform future planning as necessary.

School performance information is compared to national and local data, to ensure that children are making appropriate progress when compared to all schools nationally, locally and those in similar circumstances.

As well as monitoring the performance of our children we also regularly monitor a range of other information, such as:

- Admissions
- Attendance
- Attainment
- Exclusions
- Racism, Disability Discrimination, Sexism, Homophobia and all forms of bullying
- Parental involvement
- Participation in extended learning opportunities i.e. after school clubs

Our monitoring activities enable us to identify any differences in performance and provide specific support as required, including pastoral support from our Family Support Worker. This allows us to take appropriate action to meet the needs of specific groups in order to make necessary improvements.

Outcomes

This policy will play an important part in the educational development of individual children. It will ensure that all children are treated equally and as favourably as others. The school will make all reasonable adjustments to promote equality of opportunity and equal treatment of all members of the school community. We are committed to meeting the needs of each child and will take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the Equality Act 2010.

At Littledean C of E Primary School we are committed to providing a working environment that is free from discrimination, bullying, harassment and victimisation.

Roles and Responsibilities

- The **Governing Body** will ensure that the school complies with statutory requirements in respect of this policy.
- The **Head Teacher** is responsible for the implementation of this policy, and will ensure that staff are aware of their responsibilities, that they are given necessary training and support and report progress to the Governing Body.
- **School staff** will promote an inclusive and collaborative ethos within the school, challenge inappropriate language and behaviour, ensure appropriate support for children with additional needs and maintain a good awareness of equalities issues.
- **All members of the school community** have a responsibility to treat each other with respect, to feel valued and to speak out if they witness or are subject to any inappropriate language or behaviour.
- **Visitors** to the school are expected to adhere to our commitment to equality.

Links with other policies

This policy should be read in conjunction with the following policies:

- Anti-Bullying
- Confidentiality
- Data Protection
- Accessibility
- Safeguarding and Child Protection
- Supporting Children with Medical Conditions