



# Equality Policy including Information and Objectives Statement

## Document Control

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## **Opening statement**

- Discrimination based on colour, culture, origin, sex or ability is unacceptable in our school and will not be tolerated
- Every pupil and teacher will endeavour to further this objective by personally contributing towards a happy and caring environment and by showing respect for, and appreciation of, each other as individuals
- The primary objective of this school is to educate, develop and prepare all our pupils, whatever their sex, colour, culture, origin, or ability, for their next steps in education and their life as responsible members of society
- An equal opportunity's philosophy will be practised by all staff
- The school is committed to emphasising the common elements and values of our multicultural society and minority groups.

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school community because of their:

- Sex.
- Age.
- Race or Nationality
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

## **Aims to eradicate discrimination**

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

### **Dealing with prejudice and celebrating diversity**

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

### **Equality and dignity in the workplace**

The Public Sector Equality Duty or "general duty" This requires all public organisations, including schools to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between different groups.
- Foster good relations between different groups. We expect all members of the school community and visitors to support our commitment to promoting equalities and meeting the requirements of the Equality Act 2010. We will provide training, guidance and information to enable them to do this.

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.

- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

### **Diversity and representation**

- Admission The school follows the Local Authority/Governing Body Admission Policy, which does not permit sex, race, colour or disability to be used as criteria for admission.
- Registration Pupils' names should be accurately recorded and correctly pronounced.
- Pupils should be encouraged to accept and respect names from other cultures.
- Discrimination All forms of discrimination by any person within the school are to be treated seriously.
- A careful note must be kept of such incidents, whether they take place in the playground, corridors or teaching areas.
- It should always be made clear to offending individuals that such behaviour is unacceptable.
- Consideration should be given to involving the parents.

All incidents will be recorded on CPOMS

### **Closing statement**

Racist symbols, badges and insignias on clothing and bags are forbidden in school.

Graffiti should be immediately removed.

Parents should be aware of the school's commitment to equal opportunities.

### **Staff**

The school values diversity amongst the staff. In all staff appointments, the best candidate will be appointed, based upon strict professional criteria. All staff should be aware of possible cultural assumptions and bias within their own attitudes. In order to understand the background and experience of ethnic minority pupils and to raise expectations of their potential, staff should be aware of the historical and contemporary processes which have caused, and may continue to sustain racism.

Close liaison with families in the school is beneficial to all concerned. Support and advice is available from the Authority's Ethnic Minority and Traveller Achievement Service. The school's pastoral care organisation should be used, particularly with regard to home/school liaison and for dealing with any situations of discrimination or harassment. The Curriculum All pupils must have access to the school's curriculum. Staff must be constantly aware that their own expectations affect the achievement, behaviour and status of each pupil. The curriculum must be balanced, objective and sensitive, and must not highlight sexual and cultural diversity. Language The school views linguistic diversity positively and staff should be aware of the language and dialect spoken by pupils and their families. Staff must be conscious of any racist or sexist connotations in the language they themselves use.

GENDER Points to consider:

- Sex stereotyping limits the potential of both boys and girls, therefore opportunities should be created for children to explore non-traditional activities. All pupils should have access to all facilities and equipment
- Teaching materials and resources should be examined in order to identify any stereotyping implications.

**10 Points to consider:**

- Avoid negative stereotyping of people of different races
- Use up to date information, do not dwell on quaint, exotic traditions
- Characters from non-European origins should be shown in positions of authority and responsibility and not always be represented as underdogs
- Portrayals of a society should present fairly the cultural and social mix of that society
- Cultures should not be judged through British eyes against British norms
- Poverty cannot be dismissed simply as incompetence of the poor
- Demonstrate the similarities between all groups within humankind. Do not highlight differences which imply superiority or inferiority
- Demonstrate that diversity and variation is an ordinary but enriching aspect of life
- Be aware of children's developing attitudes. Deal effectively and sensitively with overt racist comments. Developing misconceptions should be explored and clarified
- Treat all children as individuals.

**Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for all our school community.**