

Bredenbury Primary School
EQUALITY POLICY
February 2018

Signed and dated:
Chair of Governors
Headteacher

Status: Statutory

INTRODUCTION

This policy sets out Bredenbury Primary School’s approach to equality, as defined within the Equality Act 2010. It covers sex, race, disability, religion or belief, sexual orientation and community cohesion in response to the statutory duties on schools to produce a Single Equality Scheme.

SAFEGUARDING

Bredenbury Primary School has a duty of care and responsibility towards pupils, parents/carers and staff. The care and safety of the individual is the key issue behind this document

Single polices combined in newly written policy:	February 2014
Reviewed by staff, Governors and parents in:	February 2018
Ratified by Governors on:	15.2 2018
Publish information every year in:	September
To be reviewed by Staff, Governors and Parents in:	February 2022

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AIMS AND VALUES

At Bredenbury Primary School we aim to:

- provide equality and excellence for all in order to promote the highest possible standards;
- increase life opportunities for all;
- promote understanding and engagement between communities;
- tackle discrimination;
- ensure teaching and the curriculum explores and addresses issues of diversity;
- encourage all children and families to feel part of the wider community;
- understand and respond to the needs and hopes of our community.

A COHESIVE COMMUNITY

At Bredenbury Primary School we aim to:

- promote opportunities for individual to acquire knowledge, skills, understanding and awareness of spiritual and moral values and a capacity for learning, work and enjoyment;
- provide full access to the curriculum for all pupils regardless of their ability, race or gender;
- encourage all pupils to achieve their full potential and raise educational standards for all pupils in the school;
- create a positive and inclusive atmosphere, based on the differences between us all and show commitment to challenging and preventing racism and discrimination;

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- create a rich environment in which everyone is valued and has the opportunity to learn and achieve, develop tolerance and co-operation through working together;
- prepare pupils to be full citizens in today's multi-ethnic society;
- combat racial harassment and racial discrimination and challenge racism in all its forms;
- equip children with the knowledge, understanding, skills and attitudes to recognise and challenge examples of racism they meet in their lives;
- establish a closer partnership with Parents and the Local Community, with sensitivity and openness to the experiences, aspirations and perspective of those ethnic minority background;
- to eliminate unlawful racial discrimination and
- to promote equality and opportunity and good relations between persons of different racial groups;

This policy is available for all member of the School Community. All new parents are made aware of the policy and the school's commitment to equality.

Bredenbury Primary School recognises:

- the inclusive nature of the National Curriculum and the opportunities Citizenship presents for encouraging 'respect and diversity';
- the importance of celebrating festivals from diverse faiths;
- the particular need for vigilance to ensure that ethnic minority pupils are neither victims of racism or experience a sense of isolation or marginalisation – minority ethnic groups include Gypsy Travellers, Refugees and Asylum Seekers and less visible minority groups;
- the particular need to train all members of the school community to avoid negative and stereotypical assumptions about those from ethnic minority backgrounds;

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- the importance of recognising the significance of and responding to cultural, linguistic and racial differences in striving to achieve equality for all;
- a racist incident is 'any incident which is perceived to be racist by the victim or any other person'.

LEADERSHIP AND MANAGEMENT

The Governing Body is responsible for ensuring:

- that the School complies with current legislation;
- that the policy and its related procedures and strategies are followed.

The Chair of Governors is responsible for:

- monitoring reports of harassment including racist and homophobic incidents;
- monitoring exclusion.

The Headteacher is responsible for ensuring:

- that the policy is implemented on a day to day basis;
- all staff are aware of their responsibilities and are given appropriate training and support;
- that appropriate action is taken in any cases of harassment and discrimination;
- produce regular information for staff and governors about the policy and how it is working;
- coordinating and monitoring work on equality issues;
- dealing with and monitoring reports of harassment including racist and homophobic incidents;
- monitoring exclusions.

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All staff are responsible for:

- modelling good practice, dealing with discriminatory incidents and being able to recognise and tackle
- bias and stereotyping;
- promoting equality and avoiding discrimination against anyone;
- keeping up to date with the law on discrimination and taking training and learning opportunities.

Pupils are responsible for:

- keeping equality and diversity issues on the school council agenda, through a shared input with staff on developing policies relating to this area.

Parents /carers are responsible for:

- keeping equality and diversity issues on the Parent teacher Association Agenda through a shared input with staff.

Visitors and contractors are responsible for:

- knowing and following the Equality Policy.

To promote the knowledge, understanding, skills, values and attitudes necessary for equality and the elimination of discrimination the school will:

- use opportunities within the curriculum, extra-curricular activities and assemblies to promote positive attitudes towards cultural and ethnic diversity and differences;
- provide opportunities within the curriculum, appropriate to pupils' age and understanding, for pupils to understand and recognise racism and to challenge the myths and negative stereotypes that underpin racism and racist attitudes;

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- ensure that learning resources are not used which reproduce and reinforce negative stereotypes of ethnic minority background or of communities in the 'Third World';
- make use of the curriculum, extra-curricular activities and assemblies to positively affirm the cultural and religious identities of all pupils, including those from minority ethnic and faith communities;
- regularly monitor the curriculum to ensure that these learning opportunities are in place.

To ensure that all pupils will achieve their best the school will:

- monitor the achievement of pupils of ethnic minority background to ensure that they are achieving according to full capabilities, taking appropriate action where underachievement is identified;
- ensure that assessment activities and tasks are not culturally biased so as to discriminate against any pupil or groups of pupils;
- ensure that teachers' expectations and teaching styles and strategies provide equal opportunities for all pupils to achieve according to their full capabilities;
- ensure that all pupils have equality of access to the curriculum, including those for whom English is an Additional Language;
- maintain and develop positive values of linguistic diversity, celebrating the achievements of pupils who are multi-lingual;
- ensure that any pupil for whom English is an Additional Language, and who has not yet achieved a functional level of English, is appropriately supported to gain access to the curriculum rather than treated as having learning difficulties;
- monitor the impact of the School's Behaviour Policy and systems of rewards and sanctions on pupils according to ethnicity (where appropriate, according to the composition of the pupil population);
- record and monitor all pupil exclusions;

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- listen to the views and experiences of ethnic minority pupils as part of the monitoring of this policy;
- ensure that differences are fully recognised in meeting the needs of all pupils.

DEALING WITH INCIDENTS OF DISCRIMINATION

This means; ‘any incident which is perceived to be unlawful discrimination or harassment by the victim or any other person’.

Bredenbury Primary School will fulfil its obligation to keep a formal record of all discriminatory incidents and to report on the nature and frequency of any incidents annually to the Local Authority, including reporting when no such incidents have been recorded during the year.

The School will take every possible step to support victims of harassment.

All incidents will be regarded as a serious matter. Any examples perpetrated by members of staff will be treated as a serious disciplinary matter and will be investigated by the appropriate committee of the Governing Body.

The School will take all possible steps to establish a climate in which all members of the School Community have the confidence to report harassment incidents and will ensure that all staff receive training in defining and responding to incidents.

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ROLES AND RESPONSIBILITIES

School Governors are responsible for:

- making sure the school complies with all current equality legislation;
- making sure the policy and its procedures are followed.

The Headteacher is responsible for:

- making sure the policy is readily available and that the governors, staff, staff, pupils and their parents/cares know about it;
- making sure the procedures are followed;
- producing regular information for staff and governors about the policy and how it is working, and providing training for them on the policy, if necessary
- making sure all staff know their responsibilities and receive training to support in carrying these out;
- taking appropriate action in cases of harassment and discrimination.

All school staff are responsible for:

- modelling good practise, dealing with racist incidents and being able to recognise and tackle bias and stereotyping;
- promoting equality and good race relations and avoiding discrimination against anyone for reasons of race, ethnic or national origins, language, culture, religion or belief, disability, gender, sexual orientation and social classes;
- keeping up to date with the law on discrimination and taking training and learning opportunities.

Pupils are responsible for:

- keeping equality and diversity issues on the School Council agenda, through a shared input on developing policies relating to this area - this

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may include: developing school/class rules which challenge discriminatory behaviour.

Parents are responsible for:

- keeping equality and diversity issues on the Parent Teacher Association agenda, through a shared input with developing policies related to this area.

Visitors and contractors are responsible for:

- knowing and following the Equality Policy.

Responsibility for overseeing equality practices in the school is with the Headteacher and the Chair of Governors. Responsibilities include:

- coordinating and monitoring work on equality issues;
- dealing with and monitoring reports of harassment (including racist and homophobic incidents);
- monitoring the progress and attainment of potentially vulnerable groups of pupils (e.g. children and young people in care, children from minority ethnic/language or traveller communities, disabled etc.).
- monitoring exclusions.

MONITORING, REVIEWING AND ASSESSMENT IMPACT

Bredenbury Primary School's Equality Policy is supported by a single equality scheme and is linked to the school development plan and includes targets determined by the Governing Body for promoting equality in the school. Any pattern of inequality found as a result of impact assessment should be used to inform future planning and decision making.

The Headteacher will provide monitoring reports for reviewing by the Governing Body.

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