

WHITEFIELD PRIMARY SCHOOL

Equalities Policy



Adopted: April 2015

Review date: April 2016

Whitefield Primary School

Equalities policy

2015-106

Mission Statement

Our school is a place where everyone is treated equally, encouraged and respected. We believe that all children should be able to achieve their full potential academically, socially and emotionally. We are committed to our school being a safe and inclusion place where learning is nurtured and encouraged in a happy, caring and fun environment. We all work for our school to be a happy place where good behaviour is expected and all children enjoy their educational journey.

At Whitefield we believe in nothing but the best!

At Whitefield Primary School we understand that the Equality Act 2010 combines and builds upon the existing legislation covering discrimination and promotion of equality of opportunity.

We recognise that this Act brings together into one Act those areas now known as 'protected characteristics' that qualify for protection from discrimination such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We believe that everyone has the right to be treated with dignity and respect. We are opposed to any direct or indirect discrimination against individuals or groups whatever their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

We all have a responsibility to ensure equality permeates in to all aspects of school life and that everyone is treated equally irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We want everyone connected with this school to feel safe, secure, valued and of equal worth.

We have high expectations of all pupils and we aim to provide them with every opportunity to succeed by providing the highest standards of teaching and learning.

We do not tolerate any member of the school personnel or others connected with the school being victimised, harassed or bullied by another based on assumptions about their status in the afore mentioned categories or on any other grounds. We will take swift and decisive measures when addressing any such form of bullying or harassment. Also, we will not discriminate against anyone because of their political affiliation.

We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

We publish our equalities objectives on the school website and review them annually.

Our Equalities Objectives

- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum;
- To promote cultural development and understanding through a rich range of experiences both in and beyond the school;
- To ensure all children have equal access to the curriculum and are able to make the best possible progress;
- To increase staff understanding of equality and its implications on a day to day basis, and in this way to reduce or remove inequalities in attainment throughout the school, particularly inequalities relating to the protected characteristics listed in the Equality Act.

Roles and Responsibilities

The Governing Body

The Governing Body has:

- delegated powers and responsibilities to the Headteacher to ensure that this policy is embedded into the culture of the school;
- delegated powers and responsibilities to the Headteacher to ensure all school personnel and stakeholders are aware of and comply with this policy;
- responsibility for ensuring that the school complies with all equalities legislation;
- nominated a designated Equalities governor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- organised training for governors in order to ensure that all governors are aware of their legal responsibilities under equality legislation;

- has the responsibility to monitor achievement of equality targets;
- responsibility for ensuring funding is in place to support this policy;
- responsibility for ensuring this policy and all policies are maintained and updated regularly;
- responsibility for ensuring all policies are made available to parents;
- the responsibility of involving the School Council in the development, approval, implementation and review of this policy;
- nominated a link governor to visit the school regularly, to liaise with the Headteacher and the coordinator and to report back to the Governing Body;
- responsibility for the effective implementation, monitoring and evaluation of this policy

Role of the Headteacher and Senior Leadership Team

The Headteacher and the Senior Leadership Team will:

- ensure that this policy is embedded into the culture of the school;
- publish the equalities objectives of the school;
- ensure a Disability Equality Scheme and Access Plan are in place and are updated every three years;
- ensure all school personnel, pupils and parents are aware of and comply with this policy;
- work closely with the link governor;
- provide leadership and vision in respect of equality inclusion and community cohesion;
- recording and dealing with incidents of racism, bullying and other inappropriate behaviour;
- seeking advice from appropriate agencies in order to ensure that this policy is kept up to date;
- ensure equal opportunities is covered in the school improvement plan, in all subject policies and curriculum plans;
- regularly reporting to the Governing Body on the standards achieved by different groups within the school;
- recording, reporting and addressing all racial incidents;
- provide guidance, support and training to all staff;
- monitor the effectiveness of this policy;
- annually report to the Governing Body on the success and development of this policy
- monitor the school environment to ensure that there are adequate examples of positive images and resources associated with race, religion, disability, gender and sexuality.

Role of school staff

School staff will:

- act as positive role models and maintain an overall school ethos of respect and tolerance in order to promote equality throughout the school community;
- abide by and adhere to this policy;
- report and deal with all incidents of discrimination and unequal treatment to the Senior Leadership Team;
- promote equality, inclusion and good community relations;
- tackle bias and stereotyping;
- provide a stimulating, relevant and exciting curriculum that will motivate and enthuse all students;
- use a variety of teaching methods to ensure effective learning takes place for all pupils;
- promote equality through curriculum planning and delivery;
- ensure planning is differentiated in order to provide full access for all pupils;
- create a positive classroom ethos and is welcoming to both sexes;
- attend appropriate training sessions;

Role of pupils

Pupils will:

- be aware of and comply with this policy;
- recognise that they have a role and responsibility to promote equality, inclusion and good community relations;
- work to promote anti-bullying strategies;
- respond appropriately to incidents of discrimination and harassment and understand the action needed to report these
- talk to others without shouting and will use language which is neither abusive nor offensive;
- liaise with the school council;
- take part in questionnaires and surveys

Role of the school council

The School Council will be involved in:

- determining this policy with the Governing Body;
- discussing improvements to this policy during the school year;
- organising surveys to gauge the thoughts of all pupils;
- reviewing the effectiveness of this policy with the Governing Body

Recruitment process

We are an Equal Opportunities employer and we adhere to the principles of equal opportunity in all aspects of the recruitment process.

We welcome applications for vacant posts from appropriately qualified persons regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Complaints

The complaints procedures will be used to deal with any discriminatory complaint from any member of the school personnel.

Any case of harassment will be dealt with by the school's disciplinary procedure.

Recording incidents of discrimination

The inclusion manager will maintain record logs of bullying incidents and separate logs for incident involving racism, homophobic bullying and religious discrimination. The number and frequency of incidents will be reported to the governing body on a termly basis.

Tackling discrimination

Where there is a significant concern regarding a pupil's or group of pupils' views towards a particular community group, targeted intervention will take place. This may take the form of;

- Assemblies
- Drama productions
- Targeted workshops
- Individual work with pupils
- Awareness raising events

In such instances of racism, advice and support will be accessed through the Liverpool City Council Ethnic Minority and Traveller Education Service (EMTAS).

Role of parents/carers

Parents/carers will:

- be aware of and comply with this policy;
- support the school's ethos of equal opportunity and inclusion;

Raising awareness of this policy

We will raise awareness of this policy via:

- the School Handbook/Prospectus
- the school website

- meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops
- communications with home such as weekly newsletters and of end of half term newsletters
- reports such annual report to parents and Headteacher reports to the Governing Body
- information displays in the main school entrance

Training

We ensure all school personnel have equal chances of training, career development and promotion.

Periodic training will be organised for all school personnel so that they are kept up to date with new information and guide lines concerning equal opportunities.

Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

Monitoring this policy

The practical application of this policy will be reviewed annually or when the need arises by the coordinator, the Headteacher and the nominated governor.

A statement of the policy's effectiveness and the necessary recommendations for improvement will be presented to the Governing Body for further discussion and endorsement. (See Policy Evaluation)

Member of staff responsible: Miss Nadine Carroll ~ Headteacher

Coordinator: Natalie Menagh ~ Inclusion Manager

Nominated Governor: Hillary Williams

This policy will be reviewed in the autumn term 2014.