

TUNBURY PRIMARY SCHOOL



EQUALITY POLICY

Introduction

At Tunbury Primary School everyone is valued highly and tolerance, honesty, co-operation and mutual respect for others are fostered. We are committed to the development of the whole person within a supportive, secure and creative environment. A broad, balanced and appropriate curriculum provides equal opportunity for all pupils to maximise their potential regardless of age, sex, race, colour, religion or disability.

This statement outlines our commitment to equality and diversity. It sets out our intention to create an environment in which everyone in our school community can take full part in the social and cultural life of the school. It also sets out our commitment to promote equality and diversity among our pupils, their families and our staff.

This document is informed by The Equality Act 2010 legislation and The Equality Act 2010 (Specific Duties) Regulations 2011.

Statement of Intent

There is a commitment to providing equal opportunities to everyone within the school and its wider community, including staff, pupils, parents and visitors to the school. We value, respect and acknowledge that it is unlawful to discriminate against a person by treating them less favorably because of their:

- age
- sex
- race
- disability
- religion or belief
- sexual orientation

We will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the school community we serve and our workforce.

Aims

We want to see a strong, sustainable and cohesive community in our school. We will continue to develop and promote policies and systems that make sure that the school community and our workforce are not unlawfully discriminated against.

Our aims are to:

- promote equality of opportunity
- eliminate unlawful discrimination
- promote good relations between people from different backgrounds

How will we deliver our commitment?

The Governing Body has adopted the following principles:

- we recognise the value of diversity within the community, our workforce and our student body and the contribution made by people from different backgrounds
- we are committed to ensuring that teaching and learning meet the varied and complex needs of pupils in our care
- we will make sure our employment is accessible to everyone and that we actively value and celebrate the wide variety of lifestyles and cultures within the community

Our commitment is supported by a legal duty to provide learning and employment opportunities fairly, without unlawful discrimination. We believe we have a strong moral and social duty to recognise any unlawful discrimination, take steps to challenge prejudice and discrimination and promote equality.

Objectives

To ensure the curriculum effectively supports the needs of all children, with particular reference to vulnerable groups

- To ensure all children progress and achieve with equality
- To increase pupils awareness of diversity in society thus ensuring a fair representation of all pupils in our school's pupil voice (eg School Council) and through this foster good relationships in the school between all groups

To eliminate discrimination

- Provide all pupils, regardless of their starting points or possible disadvantages, with access to an education, which equips them with the necessary knowledge, skills and values so that they can function effectively as global, national and local citizens, and which prepares them for the community and the world in which they will grow up.
- To develop pupil understanding of tolerance and respect for others through the promotion of British values

To provide equal and appropriate treatment in employment, training and recruitment opportunities

- Developing a workforce which reflects the community at all levels
- Making sure that all employees understand their responsibilities under this statement

Roles and responsibilities

The Governing Body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and strategies are implemented.

The Head Teacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

All staff are expected to:

- promote an inclusive and collaborative ethos in their classroom
- deal with any prejudice-related incidents that may occur
- identify and challenge bias and stereotyping in the curriculum
- support pupils in their class for whom English is an additional language
- keep up-to-date with equalities legislation relevant to their work.

All visitors to the school, including parents and carers are expected to support our commitment to equalities and comply with the duties set out in this policy.

Monitoring and Evaluation

We monitor and log incidents that discriminate against children or adults in our school with the protected characteristics defined in the Equality Act 2010. All such incidents are recorded and reported to the Local Authority, including racist or homophobic bullying particularly those directed towards pupils with special educational needs.

With the help of feedback from employees and the wider school community we will continue to develop arrangements to monitor, review and evaluate the effectiveness of our employment policies and provision of teaching and learning. If our monitoring reveals any gaps in our policies/provision, we will take necessary action.

Review Date: October 2017

Next Review Due: October 2021