Ashurst Wood Primary School

**Equality Policy**



The Little School with a Big Heart

**Equality Statement**

We at Ashurst Wood Primary School value the individuality of every member of our school community, irrespective of ethnicity, attainment, age, disability, gender, gender orientation or background. We do this by taking account of varied life experiences and needs, and by offering a broad and balanced curriculum to our children. We are committed to giving everyone every opportunity to achieve the highest of standards.

Reviewed: Feb 2020

Review Date: Spring 1 2023

**1 Introduction**

This policy provides a framework for our school to pursue its equality duties to eliminate unlawful discrimination and harassment and promote good relations and positive attitudes between all people (pupils and adults) in all its activities. We recognise and accept our duties and responsibilities to eliminate discrimination and promote equality, including the requirement to involve the whole school community in the process in order to ensure better outcomes for all.

Our statutory duties are in line with current legislation.

This policy supports and supplements all other school policies related to Equality.

See policies - Racial Equality, Accessibility Statement, Pupil Premium and Special Educational Needs.

**2 Aims**

 The school aims to:

* be an inclusive school
* remove the barriers to learning and participation that can hinder or exclude pupils
* nurture a respect for others and recognition of human rights
* recognise and celebrate similarities and differences between people
* prepare pupils for life in a diverse society
* ensure equality of opportunity is a reality for all, by paying attention to different groups within our school.

The school further aims to :

* eliminate discrimination and to promote equality of access within our school and within our wider community
* promote positive attitudes to difference and good relationships between people with different backgrounds, cultures, faiths, abilities and ethnic origins
* ensure that equality and inclusive practice are embedded across all aspects of school life

**2 OBJECTIVES**

We aspire to succeed against the following criteria:

1. High expectations of all pupils and staff who are supported to reach their potential.
2. High levels of pupil attainment and rates of progress for all groups.
3. All equality incidents are dealt with effectively, recorded and monitored.
4. Positive relations with the wider community and the community being actively involved in the life of the school.
5. Outstanding pupil behaviour and attendance across the school with no notable difference between groups.
6. Very few, if any, exclusions and no significant differences in rates of fixed-term or permanent exclusion between groups
7. Children and adults being appreciative of the sensitivities of others in what they say and do.

**4 Our Approach**

We take a whole school approach to equalities and community cohesion. We review and audit the environment, resources, and curriculum to ensure the safety of all members of the school community. We embed equality of access, opportunity and outcome for all, within all aspects of school life.

Ashurst Wood Primary School works to foster a warm welcoming and respectful environment, which allows us to question and challenge discrimination and inequalities, resolve conflicts peacefully and work and learn free from harassment and violence.

We will build on our similarities and seek enrichment from our differences and so promote understanding and learning between and towards others to create cohesive communities.

We endeavour to develop opportunities in and outside of the curriculum to embrace the following key concepts:

1. Shared Humanity - our diversity underlies commonality and shared values, aspirations and needs. We value our fundamental similarities and universality.
2. Valuing difference and diversity - we appreciate the richness of our cultural and social mix and look for ways of celebrating and understanding it better
3. Interdependence, interaction and influence - we recognise that, as they evolve, distinct cultures, beliefs and lifestyles will impact on and inform each other
4. Social cohesion within our school and within our local community
5. Personal and cultural identity - we recognise that most individuals belong to a range of different groups and that some of these may change over time
6. Promoting an understanding of fairness and social justice
7. Equality of access to the curriculum and extra-curricular opportunities

Teachers will ensure children:

* feel secure and know that their contributions are valued;
* appreciate and value the differences they see in others;
* take responsibility for their own actions;
* are taught in groupings that allow them all to experience success;
* use materials that reflect a range of social and cultural backgrounds, without stereotyping;
* have a common curriculum experience that allows for a range of different learning styles;
* have challenging targets that enable them to succeed;
* are encouraged to participate fully, regardless of disabilities or medical needs

**5 Roles and Responsibilities Within Our School Community**

All who work in the school have a responsibility for promoting equality and inclusion, and avoiding unfair discrimination.

Our governing body will:

1. monitor the implementation of the policy.

Our Headteacher will:

1. ensure that governors, staff, parents/carers, pupils and visitors are informed about the Equality Policy and that it is made available to all as appropriate;

Senior Staff will:

1. have general responsibility for supporting other staff in implementing this policy;

Parents/carers will:

1. have access to the policy;
2. be encouraged to actively support the policy;

All school staff will:

1. be involved in the ongoing development of the policy;
2. be fully aware of this policy and how it relates to them;

Pupils will:

1. be expected to act in accordance with the policy;

Visitors, contractors and those requesting to rent our premises will be required, as appropriate, to be fully aware of and support this policy.

**6 Religious Observance**

We respect the religious beliefs and practice of all staff, pupils and parents/carers, and comply with reasonable requests relating to religious observance and practice.

**7 Responding To Equalities Related Incidents or Situations**

An equalities related incident or situation occurs where behaviour or an action constitutes, or is perceived by the victim or any other person, to constitute either direct or indirect discrimination, victimisation or harassment. Abuse can include critical or negative comments or practices.

If the victim or observer perceives that an incident is abusive then the incident must be reported.

Depending on the nature of the incident, relevant procedures will be initiated.

**8 Support for Pupils**

The school undertakes to act in a timely manner to make appropriate provision for any pupil in need of additional support. Where appropriate outside support agencies with specific expertise will be called upon.

**9 Staff development, Training and Support**

We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development.

**10 Human Resources**

We comply fully with legislation which protects our staff from discrimination on any grounds. With regard to disability, we will make such reasonable adjustments as are necessary to prevent a disabled person being at a substantial disadvantage in comparison with other people.

This includes discrimination in relation to recruitment, terms and conditions, promotions, transfers, dismissals, training and employment practices (such as dress codes) and disciplinary procedures. We make efforts to ensure that the diversity of our workforce reflects that of our local community and wider society.

**11 Commissioned Services (Procurement)**

We are increasingly directly responsible for the purchase of some goods and services. We work closely with the local authority on procurement to ensure that equalities issues are given full regard. We will ensure that contract conditions require contractors to comply with the relevant legislation and with our equalities policy and we require similar compliance by any sub-contractors.

**12 Admissions**

The Local Authority is the school’s admissions authority and admissions are made in conjunction with their, regularly reviewed, scheme that ensures equality.

**13 SUMMARY**

In our school the teaching and learning, achievements, attitudes and well-being of every person are important. We follow the necessary regulations to ensure that the needs of all staff and children are taken into account, without discrimination.

**14 Monitoring and Reviewing**

Monitoring of incidents will take place annually at a Full Governors meeting. Monitoring of the policy is the responsibility of our Senior Leadership Team and governors and will take place every 3 years.