



# **EQUAL OPPORTUNITIES POLICY AND EQUALITY INFORMATION AND OBJECTIVES**

## EQUAL OPPORTUNITIES POLICY

### We at Buckton Vale believe that:

- all individuals within the school are entitled to learn, teach and work in a non-threatening and supportive environment in which self esteem is enhanced
- every pupil and all members of staff 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 will be to educate, develop and prepare all our pupils, whatever their gender, sexual orientation, colour, culture, religion, origin or ability, for life in Britain
- we would be failing our pupils if we did not prepare them for their integral part in society
- Our school is committed to emphasising the common elements and values of our multiple cultures rather than highlighting conflicting areas.

We also believe that in order to achieve the above, every effort possible must be made to ensure that all individuals within this school are valued, and have the opportunity to develop to their full potential within a context of mutual respect, justice and fairness.

### Aims

#### To ensure that:

- every individual within the school has the opportunity to achieve their full potential and has the same chances
- changing needs are responded to
- we inform and educate staff, parents and children and remind ourselves of the issues
- we embrace a policy of reaching out and welcoming individuals into our school
- where opportunities do not exist for cross-cultural experiences, that we actively seek out and create these to develop pupil self-awareness
- the quality of life for all individuals is improved
- we prevent the waste of resources and individual talents
- we create more caring, responsible and contributory members of society
- We reduce discrimination by operating in a fair and just school environment.

#### In practice this means that:

- the names of individuals should be accurately recorded and correctly pronounced
- everyone should be encouraged to accept and respect names from other cultures
- All forms of discrimination, by any persons within the school, are to be treated seriously. A record will be made of all such incidents, whether they are in the playground, corridors or teaching areas
- It will be made clear to offending individuals that such behaviour is unacceptable and will be dealt with appropriately. Support should be made available for both victim and offender
- graffiti should be removed immediately

- parents should be aware of the school's commitment to equal opportunities and racial harmony
- Visitors to the school are made aware that the school has an active equal opportunities policy, and they are expected to respect that policy in their interactions with staff, pupils and other visitors to the school.

The school will promote equal opportunities and racial harmony through:

- all areas of the curriculum , in a balanced, objective and sensitive way which does not reinforce cultural or gender stereotypes
- promoting links with other schools who have mixed ethnic culture
- visits to places which are of significant cultural importance
- visits from representatives of other cultures
- resources which are culturally diverse and non sexist and which contain positive images of all groups
- no racial incident will be condoned.

The school will respond to discriminatory incidents in the following ways:

- Any alleged crimes, offences or incidents where the victim believes there is a discriminatory motive will be taken seriously by the school;
- Initial discussion will take place between the person making the allegation and the first staff contact.
- Immediate action will be taken to separately interview the alleged victim and the accused, ensuring confidentiality.
- The victim will be supported through counselling and through the support of all members of staff.
- All information gathered will be recorded on our school CPOMS system

Should the allegation be substantiated, action would be taken on the same day. Contact would be made with the parents of the alleged victim (in the case of a pupil), explaining what the school is doing, in general terms and giving them the opportunity to discuss the matter further. Further support should be available should the victim be an adult.

Contact should be made with the parents of the accused (again in the case of a pupil) to say what had happened, that the allegation was being investigated, outlining the proposed action and the school's general position on this. Parental co-operation would be requested and expected.

Should the accused be an adult, agreed procedures would fall into place.

At the earliest convenience a parental meeting would be arranged between the perpetrator's family and appropriate staff, where there would be agreement on action to be taken. The meeting would be recorded on CPOMs under the pupil's name.

All racial incidents are recorded and monitored by the Headteacher.

The Headteacher will keep the Governors and the LA informed of all racial incidents.

## Monitoring

The Headteacher will undertake the monitoring of this policy initially during the day to day running of the school.

Annually by all members of staff in order to improve, adjust and further facilitate equal opportunities within the day to day running of the school and to bring individual perspectives to a whole staff meeting:

- by Governors at an annual point within their calendar
- By parents who will bring their own perspectives and perceptions.
- By pupils, who will be involved in ongoing evaluations.
- At intervals where incidents would suggest that the policy is not being effective, or in response to specific directives.
- Formally, by Inspectors, on programmed visits.

## EQUALITY INFORMATION AND OBJECTIVES

We recognise that the Public Sector Equality Duty has three aims and they are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Equality Act 2010;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who have a shared characteristic and those who do not.

The policy outlines the commitment of the staff and Governors to promote equality. This involves tackling the barriers which could lead to unequal outcomes so that there is equality of access and the diversity within the school community is celebrated and valued. We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth

The senior leadership team and governors at Buckton Vale Primary School are proactive in reviewing school evidence. The school takes positive action to advance equality and tackle discrimination and how well we achieve these aims with regard to the protected groups under the Equality Act 2010 (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation.)

Our school development plan refers directly to closing the gaps for all vulnerable groups, our collective worship policy references diverse cultural groups and acknowledges the richness of diversity that exists within our community and wider world. The school's termly data set analyses vulnerable groups and details curriculum progress on community cohesion.

Our school development plan is focused on securing and maintaining excellent teaching, learning and assessment for all pupils. Data analysis and subsequent support deployment aims to narrow the gaps in achievement between different groups and national standards. The school's behaviour policy aims to ensure that pupils are free from bullying in all its manifestations including all types of prejudice-based bullying. As a school we aim to foster an enriched learning environment which puts the child at the centre of a cohesive learning community and deals with unacceptable behaviour and disruptions to learning in a prompt, open and fair way.

## **Monitoring and Review**

All teachers, subject managers, SLT and governors monitor and evaluate the impact and success of school development actions on pupils from different groups, e.g SEN, children in care, minority ethnic including traveller and EAL pupils and free school meals, in the following recommended areas:

- Pupils' progress and attainment;
- Learning and teaching;
- Behaviour discipline and exclusions;
- Attendance;
- Admissions;
- Incidents of prejudice related bullying;
- Parental involvement;
- Participation in extra-curricular and extended school activities;
- Staff recruitment and retention;
- Visits and visitors.

The school has robust data across a range of characteristics indicating progress of all vulnerable groups. Focused attention is paid to the needs of all specific groups of pupils. A continuing whole school focus on all children's progress and attainment aspires to show achievement above or well above the national average. School improvement initiatives are evidencing improved progress and attainment on an annual basis.

## **Curriculum**

There is coverage in the curriculum of equalities issues, particularly with regard to tackling prejudice and promoting community cohesion and understanding diversity. There are activities across the curriculum that promotes pupils' spiritual, moral, social and cultural development.

## **Promoting Equality: Countering and Challenging Harassment and Bullying**

- The school counters and challenges all types of discriminatory behaviour and this is made clear to staff, pupils, parents and governors;
- The school has a clear, agreed procedure for dealing with prejudice related bullying incidents and has a nominated member of staff responsible for recording and monitoring incidents;
- The school reports to Governors, parents and LA on an annual basis the number of prejudice related incidents recorded in the school.

## **Promoting Equality: Partnerships with Parents/Carers and the Wider Community**

The school aims to work in partnership with parents/carers. We:

- Take action to ensure all parents/carers are encouraged to participate in the life of the school;
- Maintain good channels of communication, e.g. through parent forums, to ensure parents' views are captured to inform practice;
- Encourage members of the local community to join in school activities and celebrations;
- Ensure that the parents/carers of newly arrived pupils are made to feel welcome.

### **Equality Objectives**

We aim to provide the highest possible quality education. The ethos of our school clearly reflects our commitment to fully including, respecting and supporting all members of our school community whatever their cultural background, belief, gender, race or disability.

To ensure that all children, parents and staff are not discriminated against in terms of race, gender, disability or sexual orientation.

Our school development plan focusses on rapid progress and equality of provision for all.