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Thames View Junior School

Equality Policy

To be renewed September 2025

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1. Purpose

1.1 Thames View Junior School is committed to ensuring equality of provision throughout our school. We acknowledge and adhere to statutory duties outlined in the Race Relations Amendment Act 2000, Disability Equality Duty 2005, and the Equality Act 2010. As part of our public sector duties, we are committed to:

- Eliminating discrimination, harassment, and victimisation.
- Promoting equality of access and opportunity within our school and the wider community.
- Encouraging positive attitudes towards diversity and fostering good relationships among individuals from different backgrounds, genders, cultures, faiths, abilities, and ethnic origins.

1.2 The school values and recognises the diversity within its workforce, acknowledging that this diversity strengthens our educational services and reflects the needs of our wider community.

1.3 The school will:

- Provide an inclusive employment environment where all staff have opportunities to contribute and develop based on their individual merits and aspirations.
- Ensure fair and equal treatment of students, parents, and staff in all school dealings.

1.4 The school is committed to fostering a culture of inclusivity by working in partnership with its community, local businesses, and national organisations to promote fair and equitable services.

1.5 The responsibility for upholding and implementing this policy lies with the Governing Body, the Headteacher, and all employees directly employed by the school.

2. Aims and Objectives of this Statement

2.1 The school's Equality Policy ensures that equality remains central to our aims and objectives in both employment and service delivery.

2.2 The school is committed to:

- Eliminating unfair or unlawful discrimination against employees, job applicants, governors, parents, and visitors.
- Promoting policies and practices that support equal opportunities at all levels of employment and education.
- Maximising the use of the skills and talents of staff and governors, irrespective of race, gender, marital status, disability, religion, or sexuality.

2.3 The school will act within the letter and spirit of equal opportunity legislation and related codes of practice.

2.4 The school will not tolerate discrimination, harassment, victimisation, or bullying based on prejudice, ignorance, thoughtlessness, or stereotyping. This commitment is upheld by the Governing Body and embedded within the school's ethos.

2.5 The Senior Leadership Team and Governors will annually review the school's progress in meeting Public Sector Equality and Diversity Objectives concerning protected characteristics under the Equality Act 2010.

3. Legislation and Guidance

3.1 This document aligns with the following legislation:

- The Equality Act 2010
- The Equality Act 2010 (Specific Duties) Regulations 2011

3.2 It is also based on the Department for Education (DfE) guidance: *The Equality Act 2010 and Schools*.

4. Roles and Responsibilities

4.1 The Governing Board will:

- Ensure the publication and communication of equality information and objectives to staff, pupils, and parents.
- Review and update equality objectives annually.

4.2 The Headteacher will:

- Promote knowledge and understanding of equality objectives among staff and pupils.
- Monitor and report progress towards achieving the objectives to the Governing Board.

4.3 All school staff will:

- Adhere to this document and actively work towards the achievement of its objectives.

5. Eliminating Discrimination

5.1 The school complies with its obligations under the Equality Act 2010 by incorporating anti-discrimination provisions into relevant policies.

5.2 Staff and governors receive regular training and reminders regarding their responsibilities under the Act.

5.3 Induction training for new staff includes awareness of the Equality Act, with annual refresher training provided each September.

6. Advancing Equality of Opportunity

6.1 The school aims to:

- Minimise disadvantages faced by individuals due to protected characteristics (e.g., pupils with disabilities).
- Meet the specific needs of individuals with protected characteristics (e.g., providing separate PE changing facilities for older boys and girls).
- Encourage full participation of all pupils in school activities.

6.2 In fulfilling these duties, the school will:

- Publish and analyse pupil attainment data to identify and address inequalities.
- Implement actions in response to data analysis.
- Track and report improvements related to protected characteristics.

7. Fostering Good Relations

7.1 The school fosters good relations by:

- Promoting tolerance and understanding of different religions and cultures through the curriculum.
- Conducting assemblies and inviting external speakers to contribute.
- Engaging with local faith leaders and organising community-focused school trips.
- Addressing tensions between groups through student-led initiatives such as pupil voice groups.
- Encouraging parental engagement through forums such as Parents in Partnership.

7.2 The school collaborates with specialists to inform and develop its inclusive practices.

8. Equality Considerations in Decision-Making

8.1 The school ensures that equality is considered in all significant decisions, including:

- Avoiding scheduling school activities on religious holidays.
- Ensuring accessibility for pupils with disabilities.
- Providing equivalent facilities for all pupils, regardless of gender.

9. Monitoring Arrangements

9.1 This document will be reviewed annually by the Senior Leadership Team in the Autumn term.