

**EQUALITY AND INCLUSION POLICY**

**2017-18**

**Introduction**

Urmston Primary School is a fully inclusive school and is committed to respect the equal human rights of all our pupils and to educate them about equality. Additional to this we respect the equal rights of our staff and other members of the school community. The school complies with relevant legislation and implements school action plans in relation to race equality, disability equality and gender equality (see separate Equality Scheme).

At Urmston Primary School we do everything we can to ensure that everyone in our school is treated with respect and dignity. Everyone in our school is given the opportunity to develop their full potential irrespective of gender, ethnicity, cultural and religious background, sexuality or disability. It is our fundamental aim to promote equality, eliminate discrimination and promote equality of opportunity, in all aspects of school life and the community. We will do this through having action plans for gender, race and disability equality.

**Aims**

• We do not discriminate against anyone, be they staff, pupil or parent on the grounds of their gender or sexual preference, race, colour, religion, nationality, ethnic or national origins. This is in line with the 1976 race relations act and covers both direct and indirect discrimination.

• We promote the principles of fairness and justice for all through the education which we provide through school.

• We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.

• We constantly strive to remove any forms of indirect or direct discrimination that may form barriers to learning.

• We ensure that all recruitment, employment, promotion and training systems are fair to all and provide opportunities for everyone to achieve.

• We challenge stereotyping and prejudice when it occurs.

• We celebrate the cultural diversity of our community and show respect for all minority groups.

• We are aware that prejudice and stereotyping can be caused by low self-image and ignorance. Through positive educational experiences and support for each individual’s point of view, we aim to promote positive social attitudes and respect for all.

**How do we promote equality?**

*Through the ethos of the school*

• This Equal Opportunities Policy mirrors the ethos of the school and is considered in all the other school policies.

• Everyone associated with the school is kept informed about this Equal Opportunities Policy and procedures, and abides by them.

• All policies and procedures are regularly reviewed and their effectiveness evaluated.

**Pupils’ achievements and progress**

• Pupils’ attainment and progress is tracked and monitored according to ethnic group, gender, language and disability.

• The achievements and progress of all pupils from all groups is important to the school as a whole.

• It is imperative that all pupils have equal access to the curriculum and extracurricular activities.

• The support and guidance that is essential in enabling all pupils to achieve their full potential is offered to all when they need it.

• We actively promote equality and challenge racism as well as celebrating ethnic and cultural diversity. Curriculum, teaching and learning

• We live in a diverse world and we aim to deliver an inclusive curriculum which reflects this.

• All Curriculum planning considers gender, ethnicity, background, and disability and the language needs of all pupils.

• The curriculum is constantly being reviewed as to its effectiveness in providing an appropriate curriculum for all.

• Assessments are used to: identify specific learning needs, update policies, planning and the appropriateness of resources.

• Teaching styles reflect the needs of pupils from different ethnic groups and encourage positive attitudes to both sexes, all races and to disabilities.

• It is essential that all resources in every area of the curriculum are inclusive.

**Racism**

• It is right that all pupils receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to minimise any repetition of the incident.

• We endeavour to make our school welcoming to all minority groups. We promote an understanding of different cultures through the topics studied by the children, and we reflect this through the work displayed around the school.

• Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups.

• Should anyone at our school be a victim of racism we will do all we can to support that person in over overcoming any difficulties they may have.

**Harassment**

• There are clear guidelines and established procedures for dealing with incidents of harassment which are understood by everyone in the school community.

• The monitoring system used by the school enables the school to report the relevant details where applicable to Trafford MBC each term e.g. Incidents of a racist nature.

**Attendance**

• The school monitors pupil attendance and uses the data to develop strategies to address poor attendance of different groups.

• Provision is made for pupils to take time off for religious observance, leave of absence and authorised absence.

**Reporting Discrimination**

In the event of a comment being made by a parent or member of staff, the witness should report the incident to the head teacher, who will investigate and take up the matter with the person/s concerned.

**Roles and Responsibilities**

The Equal Opportunities Policy outlines the roles and responsibilities of everyone involved and associated with the school. This ensures that each individual knows what is expected of them. Promoting equality and raising the achievement of all pupils is the responsibility of the whole school staff. Introduction to this Equal Opportunities Policy will be included in induction arrangements for all new staff to the school. School induction procedures will highlight the duties implied by this policy in the same way as child protection, health and safety and behaviour policies form part of the induction process.

*The Role of the Governors*

• The Governing body at Urmston Primary School has set out its commitment to equal opportunities in this policy statement and it will continue to do all it can to ensure that all members of the school community are treated fairly and with equality.

• The Governing body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities.

• The governors welcome all applicants to join the school, whatever background or disability a child may have.

• The governing body ensure that no child is discriminated against whilst in our school on account of their sex, race or religion. So for example, all children have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls. If a child’s religion affects the school uniform then the school will deal with each case sensitively and with respect for the child’s cultural traditions.

*The Role of the Head Teacher*

The Head teacher has overall responsibility of dealing with discrimination related incidents and in her absence the Deputy Head teacher. The Head teacher is responsible for ensuring that any visitors and contractors know, follow and abide by our Equal Opportunities Policy when in school. He/she also has the following roles:

• It is the head teacher’s role to implement the schools equal opportunities policy and she is fully supported by the governing body in doing so.

• It is the head teacher’s role to ensure that all staff are aware of the school policy on equal opportunities and that all staff apply these guidelines fairly in all situations.

• The head teacher ensures that all appointment panels give due regard to this policy so that no one is discriminated against when it comes to employment or training opportunities.

• The head teacher promotes the principle of equal opportunity when developing the curriculum and promotes respect for other people in all aspects of school life.

• The head teacher treats all incidents of unfair treatment and any racist incidents with due seriousness

*Role of the Staff*

All staff are responsible for:

• Ensuring that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.

• When selecting classroom material, teachers’ pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers strive to provide material that gives positive images of ethnic minorities and that challenge stereotyping images of minority groups.

• When designing schemes of work teachers ensure they use this policy to guide them in their choice of topics and how to approach sensitive issues.

• All teachers challenge any incidents of prejudice or racism and serious incidents are recorded in the schools log book for the attention of the head teacher.

• Teachers also support and encourage support staff to follow the guidance in this policy when working with pupils.

**Monitoring and Review**

It is the responsibility of our governing body to monitor the effectiveness of this policy. The governors will therefore:

• monitor the progress of pupils from minority groups, comparing it with the progress made by other pupils in the school;

• monitor the staff appointment process, so that no one applying for a post at this school is discriminated against;

• require the headteacher to report to governors annually on the effectiveness of this policy;

• take into serious consideration any complaints from parents/carers, staff or pupils regarding equal opportunity;

• monitor the school's behaviour policy, and the numbers of exclusions, to make sure that pupils from minority groups are not unfairly treated.

Date of policy: November 2017

Review date: June 2020

Acting Headteacher: S. Parker

Chair of Governors: H. Needham