



HIGHFIELD MIDDLE SCHOOL

M5 October 2016

## **A WHOLE SCHOOL POLICY FOR MANAGING EQUALITY**

### **A. STATEMENTS OF PRINCIPLE**

1. Discrimination on the grounds of colour, culture, origin, religion, sex, ability or disability, sexual orientation and gender identity is unacceptable in this school.
2. Every pupil, teacher, governor and ancillary staff member 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.
3. The primary objective of this school will therefore be to educate, develop and prepare our all pupils, whatever their sex, ethnicity, culture, origin, religion, ability or disability, for life in Britain.
4. A philosophy based on equality will be practised by all staff.
5. The school acknowledges the complexity of British society and recognises that it would be failing the pupils if it did not prepare them for their integral part in society.
6. The school is committed to emphasising the common elements and values of our multiple culture rather than highlighting conflicting areas.

### **B. THE AIM**

We see our first task as equipping pupils with awareness of an increasingly diverse society and of presenting the world as it is and as we would like it to be. On such foundations, pupils will develop their own attitudes to a pluralistic society. The school's experience is that pupils of all backgrounds exhibit a strong desire to be part of society as it exists in our community.

### **C. PRACTICE**

1. Admissions : The Governors and the school do not permit gender, race, ethnicity, religion/belief gender identity and sexual orientation or disability to be used as criteria for admission.
2. Registration : Pupils' names should be accurately recorded and correctly pronounced. Pupils should be encouraged to accept and respect names from other cultures. We respect the right of our pupils to be known as whichever name and pronoun they would prefer.

3. Discrimination : All forms of discrimination by any person within the school are to be treated seriously. A careful note must be kept of such incidents, whether they take place in the playground, corridors or teaching areas. It should always be made clear to offending individuals that such behaviour is unacceptable.

### 3.1 Pupils :

- If there are subsequent incidents, then the appropriate senior staff member should be informed and consideration should be given to involving the parents.
- Racist symbols, badges and insignia on clothing and bags are forbidden in school.
- Graffiti should be removed immediately.
- Parents should be made aware of the school's commitment to equality whenever the chance arises.

### 3.2 Staff :

- The school values diversity amongst all members of the community. In all staff appointments, the best candidate will be appointed based upon strict professional criteria.
- All staff should be aware of possible cultural assumptions and bias within their own attitudes.
- In order to understand the background and experience of ethnic minority pupils, and to raise expectations of their potential, staff need to be aware of the historical and contemporary processes which have caused and may continue to sustain, racism.
- Close liaison with families in the school is beneficial to all concerned. The school's pastoral care organisation should be used, particularly with regard to home/school liaison and for dealing with any situations of discrimination or harassment.

4. The Curriculum : All pupils must have access to the school's curriculum. Staff must be constantly aware that their own expectations affect the achievement, behaviour and status of each pupil. We strive to have a curriculum which is balanced, objective and sensitive, and must not highlight sexual and cultural diversity in a negative way.

5. Language : The school views linguistic diversity positively and staff should be aware of the language and dialect spoken by pupils and their families. Staff must be conscious of any racist or sexist connotations in the language they use themselves. Pupils and staff must feel that their language or dialect is valued.

6. Resources : The school's aim is to provide for all pupils according to their needs, irrespective of their sex, gender identity and sexual orientation, ability or ethnic origins and language. Whenever possible, staff must ensure that the resources used in all curriculum areas are multicultural and non-sexist, containing positive images of all groups. Variety should be evident in the morals, stories and information offered to children. Pupils should have access to accurate information about similarities and differences between cultural groups.

Signed: \_\_\_\_\_

Chair of Governors

\_\_\_\_\_

Head teacher

Date: \_\_\_\_\_

Review date: October 2019