

**HIGH STREET PRIMARY
SCHOOL**

MANAGING EQUALITY POLICY



REVIEWED JANUARY 2016

STATEMENT OF PRINCIPLE

- Discrimination on the basis of colour, culture, origin, sex or ability is unacceptable in this school.
- Every pupil and teacher 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, therefore, be to educate, develop and prepare all our pupils, whatever their sex, colour, culture or ability, for life in Britain.
- An equal opportunities philosophy will be practised by all staff.
- 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.
- The school follows the Department of Education on promoting British Values so we ensure that our pupils leave school ready for life in modern Britain
- The school is committed to emphasising the common elements and values of our multiple cultures rather than highlighting conflicting areas.

THE AIM

We see our first task as equipping pupils with an 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.

PRACTICE

1 Admission

The school follows an Admission Policy, which does not permit sex, race, colour 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.

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.

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 insignias on clothing and bags are forbidden in school. Graffiti should be immediately removed.

Staff

The school values diversity amongst the staff.

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. Support and advice is available from the Authority's multicultural support service. The school's pastoral care organisation should be used, particularly with regard to home/school liaison and for dealing with any situation of discrimination or harassment.

Further guidelines are available in the current school personnel manual.

4. The Curriculum and Resources

All pupils must have equal access to the school's curriculum and resources. Staff must be constantly aware that their own expectations affect the achievement, behaviour and status of each pupil. The curriculum must be balanced, objective and sensitive.

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 themselves use.

Pupils and staff must feel that their language or dialect is valued. They should, therefore, be allowed to use their home language in school, but should never use it to exclude others.

6. Resources

The school's aim is to provide for all pupils according to their needs, irrespective of sex, ability or ethnic origins.

Whenever possible, staff must ensure that the resources used in all curriculum areas contain 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.

This policy is to be reviewed every three years.