

Ursula Taylor Church of England School



Equality Policy 2019 – 2021

Policy Updated June 2019

Review Due June 2021

Equality Policy

1. Introduction

Our school's policy statement values the individuality of all of our children, staff and community members. We are committed to giving members of our school family every opportunity to achieve the highest of standards. We do this by taking account of pupils' varied experiences and needs. We offer a broad and balanced curriculum, and have high expectations of all children. The achievements, well-being and attitudes of our children, staff and school family matter.

This Equality Policy extends to adults: staff, parents and carers.

This policy is in accordance with The Equality Act 2010, which replaces all previous legislation in relation to equal opportunities. In line with that legislation, it seeks to ensure that this school provides equal opportunity for all children and adults, giving due regard to groups with 'protected characteristics', in terms of gender, race, disability, sexual orientation, religion/belief, age, gender reassignment, pregnancy/maternity and marriage/civil partnership, in accordance with the Act.

This policy details how we at Ursula Taylor C of E School are complying with the Public Sector Equality Duty.

2. Aims and objectives

- We aim to act positively and have due regard to the need to challenge and eliminate unlawful discrimination – within both our school and our community.
- We aim not to discriminate against anyone, be they staff, pupil or parent, on the grounds of gender, race, disability, sexual orientation, religion/belief, age, level of educational need or background.
- We aim to promote the principle of fairness and justice for all through the education that we provide in our school. We recognise that doing this may entail treating some pupils differently
- We seek to 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 discrimination that may form barriers to learning for some groups of pupils.
- We aim to ensure that all recruitment, employment, promotion and training processes are fair to all, and provide opportunities for everyone.
- We aim to challenge personal prejudice and stereotypical views whenever they occur
- We value each pupil and staff member's worth, celebrating the individuality and cultural diversity of our school community, and showing respect for all minority groups.
- We are aware that prejudice and stereotyping are often caused by poor self-image and also aware of the relationship between that and ignorance. Through positive educational experiences, and support for each individuals legitimate point of view, we aim to promote positive social attitudes and respect for all.

3. Racial Equality

In our school we will:

- Strive to eliminate all forms of racism and racial discrimination;
- Promote equality of opportunity, regardless of race, ethnicity or religion;
- Promote good relationships between people of different racial and ethnic groups;
- Seek to educate pupils in a manner which promotes community cohesion in a multi-cultural society.

We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will deal with it in accordance with school procedures

We endeavour to make our school and its environment welcoming to all minority groups. We promote an understanding of diverse cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school.

Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. So, for example, in the curriculum topic on religious festivals, the children learn the importance of Diwali to Hindus and Sikhs.

4. Disability non-discrimination

Some children, staff or parents in our school may have disabilities. We are committed to meeting the needs of these children, as we are to meeting the needs of all within the school. All reasonable steps are taken to ensure that these children / adults are not disadvantaged compared with non-disabled children or adults.

The school is committed to providing an environment that allows disabled children and adults full access to the school premises and to all areas of learning.

Teachers modify teaching and learning as appropriate for children with disabilities. For example, they may give additional time to complete certain activities, ensure access, modify teaching materials, or offer alternative activities if children are unable to manipulate tools or equipment.

Ursula Taylor C of E School regularly reviews the accessibility of our school site and makes adjustments where necessary. Staff and Governors at Ursula Taylor agree that:

- We are committed to providing an accessible environment which values and includes all pupils, staff, parents and visitors regardless of their educational, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.
- An accessibility Plan will be drawn up to cover a two year period. The plan will be updated regularly.

5. Non-discrimination of gender and/or sexual orientation

Gender:

We recognise that nationally, there is an unacceptable discrepancy in the achievement of boys and girls. We are committed to seeing all individuals and groups of pupils making the best progress possible in our school.

We have put in place a number of measure to ensure that all children have access to an engaging and interesting curriculum offer. In addition we ensure:

- That early Literacy skills are promoted in all activities in the Early Years Foundation Stage;
- That the starting points for writing activities capture the interests and imagination of boys and girls alike;
- We remove gender bias from our resources and ensuring, for example, that fiction books capture boys' and girl's interest;
- We employ a variety of activities, and include a kinaesthetic element where appropriate;
- Make sure our school environment promotes positive role models; in relation to learning and achievement;
- Provide challenge, competition and short-term goals

- Value and celebrate academic achievement in ways which will motivate both girls and boys

We realise that although gender is one of the key factors affecting educational performance, it affects different sub-groups of boys and girls in different ways. Social class, ethnic origin and local context are all strongly linked to the relative achievement of boys and girls. We also seek to ensure that policies designed to improve the attainment of one gender group does not do so at the expense of the other.

Sexual Orientation

- Through our curriculum and values education programme we strive to teach children about diversity, sexual orientation, marriage and civil partnerships.
- We ensure that there are no practices which could result in unfair treatment of pupils, parents or staff
- Teaching will be based on facts and in line with our statutory duty to provide guidance on sex and relationships education.
- The majority of this teaching will take place within PSHE, (Personal, Social and Health Education).

6. The role of the Class Teacher

Class Teachers recognise the possibility of their own prejudices, but do their best to ensure that all pupils are treated fairly and with respect. We do not knowingly discriminate against any child.

When selecting classroom material, teachers strive to provide resources which give positive images, and which challenge stereotypical images of minority groups, or of boys and girls. All staff ensure that the language they use does not reinforce stereotypes or prejudice.

We seek to implement this policy when designing schemes of work, both in our choice of topics to study and in how we approach sensitive issues. So, for example, history topics include examples of the significant contributions women have made in this country's history. In geography, Teachers seek to offer a broad and detailed view of countries to counter stereotype images.

All our teachers and support staff challenge any incidents of prejudice or racism. We record any incidents in the school log book and draw them to the immediate attention of the headteacher.

7. The role of the Headteacher

It is the Headteacher's role to:

- Ensure that the school's Equality Policy is implemented effectively;
- Ensure that all staff are aware of the Equality Policy, and that teachers apply these guidelines fairly in all situations;
- Ensure that all appointment panels give due regard to this policy, so that no one is discriminated against;
- Promote the principal of equal opportunity when developing the curriculum for pupils, and in providing opportunities for professional development for staff;
- Promote respect for other people in all aspects of school life; in school assemblies; for example, respect for others is a key theme and it is also in the displays around the school. Respect is one of the key Christian Values adopted by the school.
- Manage all incidents of unfair treatment, and any racist incidents, with due seriousness, and in line with this policy.

8. The role of Governors

In this policy statement, the governing body has set out its commitment to equal opportunities and accessibility, and it will continue to do all it can to ensure that all members of the school community are treated both fairly and equally

The Governing Body collects, analyses and evaluates a range of school data. We check that all pupils are making the best possible progress and that no group of pupils is underachieving. To do this we monitor:

- Admissions
- Attainment
- Exclusions
- Rewards and sanctions
- Parents and Pupil's Questionnaires

The Governing Body seeks to ensure that people from 'protected groups' as defined by The Equality Act 2010 are not discriminated against when applying for jobs at our school. The Governors welcome all applications to join the school, whatever background or minority group a child may come from.

The Governors take all reasonable steps to ensure that the school environment properly accommodates people with disabilities.

The Governing Body ensure that no child is discriminated against whilst in our school on account of their gender, religion or race. So, for example, all children have access to the full range of the curriculum and regulations regarding school uniform will be applied equally to all children. If a child's religion has a bearing on school uniform, then the school will deal with each case sensitively and with respect for the child's cultural traditions.

9. 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 numbers of exclusions, to make sure that pupil's from minority groups are not unfairly treated.

This Policy will be reviewed by Governors every two years or sooner if considered necessary.

Other policies which link to this policy:

- Special Educational Needs and Disabilities
- Appraisal and Pay
- Behaviour Management and Exclusions
- Procedures for managing and recording racist / homophobic incidents
- Maternity / Paternity / Parental Leave

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