

Kingsway Primary School

Equality Policy



Governor Committee Responsible:		Staff Lead:	
Status	Statutory	Review Cycle	Four years
Last Review	February 2021	Next Review Date	February 2025

This policy describes how the school is meeting its statutory duties. It includes information about how the school is complying with the Equality Act 2010 and the Public Sector Equality Duty and also provides guidance to staff and outside visitors about our approach to promoting equality. This policy links to other policies including:

- Equality information and objectives policy
- Behaviour Policy
- Anti-bullying and anti-hate policy
- SEND Policy
- Administration of medication policy

The Public Sector Equality Duty or 'general duty' requires all public organisations, including schools to:

1. Eliminate unlawful discrimination, harassment and victimisation
2. Advance equality of opportunity between different groups
3. Foster good relations between different groups

With two specific duties:

1. To publish information to show compliance with the Equality Duty
2. To publish Equality Objectives at least every 4 years which are specific and measurable

Equality and diversity issues are integral to all we do. Everyone in the school should know that, if they believe that they are being treated unfairly and they think this may be due to their gender, sexual orientation, race, religion, social class, disability or special education need, they should report this and should expect this to be investigated and that any issues that emerge to be addressed.

We are committed to creating a community that recognises and celebrates difference within a culture of respect and cooperation. We appreciate that a culture which promotes equality will create a positive environment and a shared sense of belonging for all who work, learn and use the services of our school. We believe that all children should be guaranteed equal access to a broad and balanced curriculum regardless of gender, sexual orientation, race, culture, religion, social class, disability or special educational need. Both children and adults should expect to be treated fairly and have the same entitlement as every other child or person. We believe that all children and members of staff should have the opportunity to fulfil their potential whatever their background, identity and circumstance.

Although the governing body and the head teacher are ultimately responsible for ensuring that discrimination doesn't occur, all employees have a responsibility to carry out their duties in accordance with this policy and work within statutory requirements.

Aims

- At Kingsway Primary School we do not discriminate against anyone, be they staff or pupil or parent, on the grounds of ethnicity, religion, attainment, age, disability, gender, pregnancy, sexual orientation or background.
- We promote the principle of fairness and justice for all through the education that we provide in our school.
- 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.
- We ensure that all recruitment, employment, promotion and training systems are fair to all and provide opportunities for everyone.
- We challenge personal prejudice and stereotypical views whenever they occur.
- We value each pupil's worth, we celebrate the individuality and cultural diversity of the community centred on our school, and we show respect for all minority groups.
- We are aware that prejudice and stereotyping are caused by poor self-image and by ignorance.
- Through positive educational experiences, and support for each individual's legitimate point of view, we aim to promote positive social attitudes, and respect for all.

At Kingsway Primary School, we will:

- strive to eliminate all forms of discrimination, harassment and victimisation;
- promote equality of opportunity;
- promote good relations between people of different racial and ethnic groups

General Duty – eliminating discrimination, harassment and victimisation

- It is the right of all pupils to 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 discrimination, harassment or victimisation. Should an incident occur, we will deal with it in accordance with school procedures and policies appropriate to the circumstance: behaviour policy; grievance policy; complaints procedure
- We take account of equality issues in relation to admissions and exclusions, the way we provide education for our pupils and the way we provide access for pupils to facilities and services.
- We consider equality implications when we develop, adapt and review any policy or procedure and whenever we make significant decisions about the everyday life of the school.
- We give due regard to equality issues when deciding our priorities in our School Development Plan.

VALUING DIVERSITY

At Kingsway Primary we believe that valuing diversity means actively recognising the strengths, talents and needs of every individual and every community. We nurture the potential of all and maximise the opportunities for all. We know that, despite legislation e.g. Disability Discrimination, Human Rights, Race Relations Act etc., discrimination still exists and it is for us to strongly address this, when and if it does.

We will give our children and adults strategies to deal with it, to know how to address discrimination if they hear it in others and how to know that discrimination is completely unfair and, as such should not be tolerated.

EQUALITY ISSUES IN RELATION TO RACE/CULTURE

At Kingsway Primary we believe it is important that the children feel proud of their culture, language, religion and skin colour, and respect those of their peers. The books and resources used in our school are chosen to reflect the ethnic diversity of the school and to show all communities and individuals within communities in a positive light. Festivals and customs associated with cultures are explained and celebrated and the children's ethnic backgrounds and interests used wherever possible in our delivery of our curriculum.

EQUALITY ISSUES IN RELATION TO RELIGION

At Kingsway Primary we teach our children/adults to understand and value the religions and religious beliefs and practices of their peers. We visit a variety of places of worship as part of our RE work and we learn songs in a range of other languages to celebrate cultural diversity.

EQUALITY ISSUES IN RELATION TO GENDER/SEXUAL ORIENTATION

At Kingsway Primary we are aware that in life and in our society many areas have been stereotyped. We provide a curriculum where girls as well as boys have equal access to all areas of the curriculum we offer. Children and adults (for example at times of recruitment for adults) are not discriminated against and recruitment practices are fair and transparent.

EQUALITY ISSUES IN RELATION TO CHILDREN/ADULTS WITH SPECIAL EDUCATIONAL NEEDS AND DISABILITIES

As members of staff we realise that it is important to identify the needs of children with special educational needs or disabilities at the earliest opportunity so that suitable learning programmes and strategies can be devised and the curriculum modified so that that they can be effectively used in meeting the needs most effectively. Individual pupil progress is monitored and assessed regularly and strategies are modified accordingly to support individual children with learning needs. Close links with the parents/carers of children with special educational needs are maintained and the expertise of our staff; and of the relevant outside agencies such as the Educational Psychologist, Clinical Psychologist and Speech and Language Therapist etc. are utilised to assist us in meeting the needs of our children.

We assess our curriculum in order to ensure it is accessible to pupils with a disability/disabilities and seek professional advice and training to support both our teaching and pupil learning. We actively seek advice and support from the LA and access a range of appropriate resources to aid pupils with a disability in their learning.

We make reasonable adjustments where possible to ensure children and parents with disabilities are able to access the school. Any new building work will be DDA compliant.

CROSS-CURRICULAR ISSUES

We develop a curriculum which gives our children the opportunity to learn about other cultures and different ways of living as part of the National Curriculum. We will ensure that issues of equality and diversity are central to children's experiences and learning as well as reflecting the interests and backgrounds of all the children.

At Kingsway Primary we monitor this carefully in order to ensure our policy is working at the operational level.

LIAISON WITH THE WIDER COMMUNITY

We involve the community in the following ways:

- we invite and encourage speakers who come from a variety of cultures, and communities to visit our school
- we take children on school trips where they are able to appreciate the community in which they/we live and they can experience places and visit places they may not have the opportunity to visit outside school e.g. local places of worship
- we actively seek ways of engaging with the local community through our core and wider curriculum
- our Services Champion works in close partnership with service families.

PARENTAL\VOLUNTEER INVOLVEMENT

Kingsway Primary is an open and welcoming school and parents/carers are encouraged to become involved. We value the contributions parents/volunteers make to our curriculum.

We have two Learning Mentors, an Attendance Officer and a full-time SENCo who support parents with their children and also difficulties that they might be experiencing at home.

STAFFING

We encourage applications from staff from a range of cultural and ethnic backgrounds. All members of staff have fair access to training and development opportunities. Equal pay legislation is adhered to at Kingsway Primary. All staff and volunteers are expected to be aware of this policy and the procedures related to it. Any member of staff is expected to challenge and report inappropriate behaviour to the Senior Leadership Team who will follow this up.

WHISTLEBLOWING

Any issues of which contravene this policy, or which an individual does not feel has been properly addressed by the Senior Leadership Team can be reported using the steps in the Whistleblowing policy.

EVALUATION AND REVIEW

The evaluation and review of our Equalities and Diversity Policy takes place annually, as well as on a day-by-day basis.

Monitoring and Implementation

The Head Teacher and Governing Body will monitor the Equality Policy and the equality impact of all policies within the school to ensure they meet the requirements of the Equality Act.

A governor will undertake an independent check of the school's work annually and will report this to the Governing Body.