



***For every child to reach their potential and
'Live Life in all its Fullness.'***

Policy: Equality Policy

Policy Written: September 2020

Next Renew Date: September 2021

Intent:

It is our intent at Hindsford CE Primary school that we are a fully inclusive school which focusses on the well-being and progress of every child and does not discriminate against any pupil regardless of their background, appearance, race, gender, sexuality, religion, ethnicity, culture and beliefs or disability.

It is also the intent of the school that we are committed to ensuring that all members of our community are of equal worth.

We believe that the Equality Act (2010) provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

Implementation:

Our approach to equality is based on 7 key principles:

- All learners are of equal value. Whether or not they are disabled, whatever their ethnicity, culture, economic background, national origin or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.
- We recognise, respect and value difference and understand that diversity is a strength. We take account of differences and strive to remove barriers and disadvantages which people may face, in relation to background, disability, ethnicity, gender, religion, belief or faith and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.
- We foster positive attitudes and relationships. We actively promote positive attitudes and mutual respect between groups and communities different from each other.
- We foster a shared sense of cohesion and belonging. We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life.
- We observe good equalities practice for our staff. We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development.
- We have the highest expectations of all our children. We expect that all pupils can make good progress and achieve to their highest potential.
- We work to raise standards for all pupils, but especially for the most vulnerable. We believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school.

To ensure that the above 7 key principles are applied, the school will:

- Promote and enforce its 7 core values which instills kindness, friendship, love, self-control, respect, truthfulness and forgiveness in everything that it does.
- Promote and enforce the 5 British Values in its everyday practice and via discrete teaching & learning about these values – Individual Liberty, The Rule of the Law, Mutual Respect, Democracy and Tolerance of Those of Different Faiths and Beliefs.
- Implement a PSHE Scheme of Work that looks at and teaches current and relevant issues presented in Modern Britain, encouraging both discussions and debates about these issues in a respectful manner. To also involve the children in Picture News Sessions which will present more opportunities for the children to explore these issues.
- Implement a History Scheme of Work which looks at the past so that we can learn from it in the future for example, Black History Month etc.
- Implement a RE Scheme of Work which looks at different faiths across the world and teaches the importance of respecting the religious belief of others.
- Promote and celebrate the individuality of us all i.e. 'You are Unique and You are Special.'
- Set out guidelines regarding pupil and adult behaviour towards each other in policies such as Staff Code of Conduct and Pupil Behaviour Policy.
- Deal with any incidents of discrimination as set out in policies such as Anti-Bullying, Staff Disciplinary and Exclusion Policy etc.
- Ensure that the school's Admissions Policy & Recruitment Policies are fully inclusive.
- Ensure that vulnerable groups of pupils are not discriminated against and provided with the necessary support for these pupils to be able to access the full curriculum and achieve their protentional. The school's SEN, Pupil Premium Report, Inclusion and Assessment Policy highlight how this will be achieved. All children will be tracked and monitored carefully with the necessary intervention provided to support them in the best way possible.

- Report any action of prejudice behaviour to the Local Authority and seek further advice when dealing with these incidents.
- Work with outside agencies to support in the promotion of equality and what this means in society.

All visitors to the school, including parents and carers are expected to support the school's commitment to equality and comply with the guidelines set out in this policy.

Impact:

The impact of this policy will be that:

- The school's attainment records will show an equal progression in attainment and progress for all groups, including groups that have been identified as vulnerable.
- The school's attendance data will show a minimal difference between the attendance of identified vulnerable groups and non-vulnerable groups
- Data regarding exclusions and behaviour will show no pattern in incidents linked to a specific group of pupils such as pupil premium, race and sexuality etc.
- There will be no or very few reports of prejudice-based bullying/incidents at the school.
- Pupil & Parent Voice will show that the pupils feel valued, respected and provided for on an equal basis.
- Staff voice will show that staff feel treated fairly and equally in their role.