

# Equality Policy



**St. Michael's Primary School**

## St. Michael's School Vision and values

We will prepare the children at St. Michael's school for life, by giving them the opportunity to fulfil their potential within a happy caring Christian environment, where every individual is valued.

"I have come that everyone may have life, and have it to the full." John 10.10.

## Equality Statement

Every person in our school community has been made in the image of God and is loved unconditionally by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community. Each person in all their unique difference should be able to thrive, irrespective of physical appearance, gender, race, religion, ethnicity, socio-economic background, academic ability, disability, sexual orientation or gender identity.

We are committed to promoting the understanding of the principles and practices of equality – treating all members of our school community as individuals, according to their needs, with an awareness of our diverse society and appreciating the value of difference. We actively seek to challenge discrimination and we promote an anti-bullying stance which makes clear the unacceptability of racist, disablist and homophobic, biphobic and transphobic bullying and language.

### 1. Legal framework

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, gender identity, race, religion, sex and sexual orientation.

We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

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.

### 2. Guiding Principles

Our approach to equality is based on the following key principles:

- Teaching and learning reflects the needs of pupils from all ethnic groups, promoting principles of fairness and justice for all.
- Ensuring that all children have equal access to the full range of opportunities provided by the school.
- Promoting a positive atmosphere of mutual respect, understanding and trust throughout the school.
- Curriculum planning and delivery takes into account ethnicity, cultural background and language needs of all pupils.
- To challenge stereotyping and prejudice whenever it occurs.

- To ensure all recruitment, employment, promotion and training is accessible to all.

### 3. Development of the Policy

This Equality Policy brings together all previous policies, schemes and action plans relating to equal opportunities and diversity. It includes characteristics covered under the Equality Act 2010 together with other aspects which have the potential to discriminate against, or devalue, any individual within our school community.

Our Equality Policy is inclusive of our whole school community – children, students, staff, parents/carers, visitors and other support agencies/intervention groups, within our school.

The Policy aims to have at its heart:

- Eliminating discrimination, harassment and victimisation
- Advancing the equality of opportunity
- Fostering good relations between all groups involved in the care, education, and well being of our children.
- Clarity of meaning and inclusive of every aspect of life within school and outside in the wider community.
- Recognising our responsibility to prepare all children for living in, and accepting, a multicultural society where all people have the right to be treated without prejudice.

### 4. Links to other policies and documentation

We ensure that the principles listed above apply to all of our policies and practice, including those that are concerned with:

- Pupils' progress, attainment and achievement
- Pupils' personal development and wellbeing
- Teaching styles and strategies
- SMSC and PSHE
- Admissions and attendance
- Staff recruitment, retention and professional development
- Care, guidance and support
- Special educational needs
- Behaviour, discipline and exclusions
- Bullying and addressing prejudice related bullying
- Working in partnership with parents, carers and guardians
- Working with the wider community.

We also ensure that information about our responsibilities under the Equality Act are included in our school development plan, self-evaluation review, the school web site and newsletters.

### 5. Our Actions

To eliminate discrimination, harassment and victimisation.

- Valuing similarity, difference and diversity
- Developing our understanding of fairness and social justice

- Promoting social cohesion within our school and the local community
- Exploring personal and cultural identity
- Maintaining policies within school which encompass all aspects of welfare surrounding discrimination, bullying and unacceptable social media interaction.

To advance equality of opportunity between different groups and fostering good relations.

- Encouraging group participation and teamwork in an atmosphere of respect and consideration of others' opinions and understanding of the wider world
- To take appropriate disciplinary action in situations which may occur, involving incidents of prejudice, discrimination or exclusion.
- To promote continuous education and awareness throughout school to enhance the understanding of healthy values and the opinions of others which create cohesion, respect and self esteem for all.
- To understand the value of co-operation and perspective in life situations.

#### 6. The Role of the Headteacher

- Ensure that staff are aware of the school policy on equality and that all staff apply these guidelines fairly in every situation.
- Ensure all staff are aware of procedures for the reporting and recording of incidents of inequality, and are aware of how to identify and challenge bias and stereotyping.
- Ensure pupils from all backgrounds are included in every activity and have full access to the curriculum.
- Ensure all staff keep up to date with legislative requirements and are aware of their responsibilities.
- Promote the principle of equal opportunity when developing the curriculum, and promote respect for other people in all aspects of school life, for example, in Collective Worship where respect for other people is a regular theme and in displays around the school.
- Ensure all appointment panels give due regard to this policy to ensure no-one is discriminated against when it comes to employment or training opportunities.

#### 7. The Role of all Staff

- Be aware of school procedures for dealing with incidents of prejudice
- Know how to challenge bias and stereotyping
- Attend training made available by the school

#### 8. The Role of the Class Teacher

- Ensure all pupils are treated fairly, equally and with respect.
- Ensuring all pupils have full access to the curriculum
- Be responsible for promoting equality and diversity through teaching and relationships with pupils, colleagues, parents and the wider community.
- Challenge any incidents of prejudice or racism.

- Acknowledge the celebration of cultural diversity of our community, planning multi-cultural activities throughout the year.

#### 9. The Role of the Governing Body

- Ensure the school has a written policy for Equality
- Ensure all personnel policies and procedures provide equal opportunities
- Ensure equality issues are considered when school policies are being reviewed
- Ensure that people with disabilities are not discriminated against when applying for jobs at the school
- Ensure the school environment, where reasonably practicable, gives access to people with disabilities.
- Ensure that no-one is discriminated against whilst in our school, on account of their sex, race, disability or religion.

#### 10. Staff Development and Training

- We ensure that all staff, including support staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

#### 11. Breaches of the Policy

- Breaches of this policy will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the headteacher and governing body.

#### 12. Monitoring and Evaluation

- Equality will be part of the school's policy and planning process.
- Regular assessment will be made of the effectiveness of procedure relating to pupil achievement, parental involvement and recruitment of staff/governors.
- We recognise that incidents of prejudice – based on behaviour, is driven by lack of understanding. This is then directed against an individual or group based upon difference (real or perceived) and linked to racism, homophobia, negative views of disabled people or sexism. We will take action to prevent, challenge and eliminate any such behaviour.
- The Headteacher will report to Governors any incidents and related discipline matters when they occur.

- We will continue to evaluate the effectiveness of this Policy in removing barriers to inclusion and ensuring a safe, positive and inclusive environment for all our children.

This Policy will be reviewed every four years.

Headteacher signed:.....

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

Chair of governors signed: .....

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