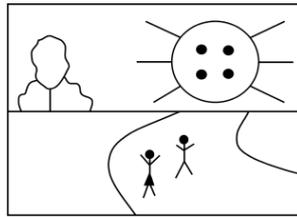


Button Lane Primary School



Equality Policy (Leadership & Management File)

Reviewed by governing body on 03/04/19	Next Review date 03/04/23
Signed by Chair of Governors M. Rainey	Signed by Headteacher E. Roberts
Written By E. Roberts	Presented to Full Governing Body

BUTTON LANE PRIMARY SCHOOL

EQUALITY POLICY Guidance and Objectives

The policy has been written to support the following mission statement.

- To recognise and value achievement in every member of the school.
- To equip children in becoming resilient and to persevere in order that they achieve their very best.
- To enable children to develop a positive sense of self-worth and a deep understanding of the needs of others.
- To promote the Button Lane Primary School values of care, tolerance and respect.
- To provide a broad, balanced and stimulating curriculum, which is relevant to children's needs and interests.
- To be committed to strong, collaborative partnerships with families and the local community

Introduction

This policy applies to all members of school staff (not just employees), to pupils and to school governors.

Schools and academies are required to publish information to show how they are complying with their Public Sector Equality Duty under the Equality Act and to prepare and publish equality objectives under the Equality Act 2010 (Specific Duties) Regulations 2011. As part of its commitment to equality, this policy also provides guidance on the types of behaviour which are unlawful under the Act and on the protected characteristics referred to in the Act.

This policy also takes into account the provisions relating to equality in the Ofsted inspection framework 2015. The framework places a strong focus on actively promoting equality and diversity, tackling bullying and discrimination, narrowing any gaps in achievement between different groups of children and learners and actively promoting British values.

Key Principles

In fulfilling its obligations under the Act and when carrying out its duties as detailed in this policy, the school will be guided by the following Key Principles.

- **Principle 1 - All members of the school community are of equal value and should be treated with dignity and respect.** This statement applies or not they are disabled, whatever their ethnicity, culture, 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.

- **Principle 2 - The school recognises respects and values difference and diversity.** Treating people equally does not necessarily mean treating them all in the same way. The school will take account of differences and the kind of barriers and disadvantages which people may face in relation to protected characteristics.
- **Principle 3 – The school will actively promote British values.** The school will ensure that equality that it prepare pupils to contribute to wider society and life in modern Britain. The fundamental British values are democracy, rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs.
- **Principle 4 - The school fosters positive attitudes and relationships.** The school intends that its policies, procedures and activities should actively promote positive attitudes, good relations and mutual respect between all groups of individuals who are different from each other. The school will take action to prevent and tackle discriminatory and derogatory language including language that is derogatory about disabled people and homophobic and racist language.
- **Principle 5 - The school observes good equalities practice for all members of staff.** The school will ensure equality of opportunity in all aspects of employment including in recruitment, promotion and continuing professional development.
- **Principle 6 - The school aims to reduce and remove inequalities and barriers which may already exist.** In addition to avoiding or minimising possible negative impacts in its policies and practices, the school will take opportunities to maximise positive impacts by reducing and removing inequalities and barriers which may already exist in relation to certain groups with protected characteristics.
- **Principle 7 - The school will consult in relation to equality issues.** When tackling equality issues, the school will consult and engage with those affected by its decisions and where possible, with those people who have special knowledge who can inform the school's approach.
- **Principle 8 - The school will address bullying and prejudice motivated incidents.** The school takes bullying and prejudice motivated incidents seriously and any such conduct and behaviour will be carefully monitored and dealt with fairly and firmly. The school will take into account the specific guidance issued by the DfE on bullying including homophobic and transphobic bullying and bullying related to sexual orientation, transgender, disability, race and religion.
- **Principle 9. - The school fosters a shared sense of cohesion and belonging and intends that its policies and procedures should benefit society as a whole.** The school will strive to ensure that all pupils, members of staff and school governors feel a sense of belonging within the school and within the wider school community.

Roles and responsibilities

The Governing Body is responsible for:-

- ensuring that all governors are aware of their responsibilities under equality legislation; ensuring that this policy is implemented by the Headteacher; ensuring that the school's equality objectives are published, actively pursued and reviewed at intervals of no more than 4 years;
- ensuring that equality information is published on an annual basis; promoting British values.

The Headteacher (with support from the Senior Leadership Team) has responsibility for:-

- making sure this policy and any related policies and procedures are implemented in school;
- ensuring the school's equality objectives are published and actively pursued;
- producing information for pupils, staff and governors about the school's equality objectives and how they are working;
- making sure all members of staff are aware of their responsibilities under the Act and receive appropriate training and any support in carrying these out;
- ensuring that appropriate action (including disciplinary action) is taken in cases of discrimination, harassment and victimisation including cases involving bullying and/or harassment related to any of the protected characteristics;
- ensuring that members of staff and pupils are aware of the procedure for reporting and following up bullying and prejudice-related incidents;
- promoting British values.

All members of staff are responsible for:-

- being aware of their responsibilities under the Act and this policy and recognising that they have a role and responsibility in their day to day work to promote equality, inclusion and good community relations;
- being able to recognise and challenge prejudice, bias, discrimination, stereotyping and any inappropriate language or behaviour and deal with it fairly;
- promoting an inclusive and collaborative ethos in their lessons and being role models for equal opportunities through their words and actions.

Pupils must be encouraged to recognise that they have a role and responsibility to themselves and others so they understand and are able to:-

- promote equality, inclusion and good community relations;
- challenge inappropriate language and behaviour;
- regard people of all faiths, races and cultures with respect and tolerance;

Visitors (including parents, carers and contractors) are expected to –

- support the school's approach and commitment to equality and to comply with the provisions this policy;
- refrain from engaging in any behaviour which is unlawful under the Act whilst on school premises.

Monitoring and review

The school will review this policy annually and will evaluate the success of the school's equality work.

Availability of equality information

The school will take all reasonable steps to ensure that the whole school community knows about the school's commitment to equality and is aware of the school's equality objectives. This will be done via the school's website.

Dealing with breaches

The school will ensure that any complaints and evidence of a failure to comply with the Act or this policy are promptly and thoroughly investigated and are dealt with as determined by the Headteacher (or Governing Body as appropriate) in accordance with the relevant school policy/procedure.

Where appropriate, discriminatory acts will be dealt with as misconduct under the school's disciplinary procedure. In addition to being an employment issue, sexual harassment may also amount to a criminal offence and may lead to police involvement. Harassment may also be an offence under the Protection from Harassment Act 1997 (which is not limited to circumstances where the harassment relates to a protected characteristic). Serious acts of discriminatory behaviour, including acts of harassment, could amount to gross misconduct and could lead to dismissal without notice.