

HOLLINGWOOD PRIMARY SCHOOL

Equality Policy

Introduction

Hollingwood Primary School is committed to tackling any discrimination and promoting equality of opportunity and good relations. Hollingwood Primary School is committed to achieving equality. We will do this by working in line with Government legislation.

Our school's mission statement talks of valuing the individuality of all our children. We are committed to giving all our children every opportunity to achieve the highest of standards. Within this ethos of achievement, we do not tolerate bullying or harassment of any kind. Pupils will be provided with the opportunity to experience, understand and celebrate diversity.

Aims and objectives

In our school, we will:

- strive to eliminate all forms of discrimination;
- promote equality of opportunity;
- promote good relations between people of different cultures.
- treat all those in the school community as individuals who are respected and valued for their abilities, beliefs, experiences, aspirations and potential;
- create a school ethos which promotes and reflects equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices;
- encourage everyone in the school community to have a positive self- image and high esteem so that they develop their full potential;
- have high expectations of all the school community and helping them fulfil their aspirations;
- ensure all pupils have equal access to the best education and a full range of educational opportunities.

Principles

These principles underpin all our procedures and practice:

- All members of the school community are valued and individuality and diversity are celebrated.
- All recruitment, employment, promotion and training systems are fair to all.
- Every pupil should have the opportunity to achieve the highest possible standards.
- Every pupil should develop a sense of personal and cultural identity.
- Every pupil should develop the knowledge, understanding and skills they need in order to participate in society.

Responsibilities

Governing Body

The governing body will seek to ensure that the school complies with equality legislation, and that this policy and its procedures are implemented. A specific governor will be appointed to lead in this respect and monitor its effectiveness. The Governing Body has an overview of a range of school data and checks to see all members of the school community are being treated equally.

Headteacher

The head teacher will:-

- Along with the governing body see that the policy and its procedures are implemented.
- Staff are made aware of their responsibilities and receive appropriate training and support in putting the policy into practice.
- Ensure all appointment panels give due regard to this policy.
- Take action against staff or pupils who discriminate.
- Ensure that the needs of pupils with disabilities are met in accordance with the law.
- Ensure that the school has high expectations of all its pupils and will monitor attainment and progress accordingly.

Teaching Staff

All teaching staff will:-

- offer full curriculum access to all pupils;
- ensure equality of access for all pupils, and prepare them for life in a diverse society;
- use materials that reflect a range of cultural backgrounds, learning styles and linguistic needs;
- provide opportunities for pupils to maintain links with their own culture, while at the same time appreciating cultural diversity;
- employ a range of styles, including collaborative learning, so that pupils can learn to value working together;
- provide educational visits and extra-curricular activities that reflect all groupings among our pupils;
- take account of the performance of all pupils when planning for future learning, and setting challenging targets.

All Staff

All staff will:-

- Deal with incidents in accordance with school procedures, and will know how to challenge inequality and stereotyping. They will not discriminate.
- Keep up to date with relevant legislation.
- Be entitled to appropriate training, so that they can play their full part in ensuring that the school promotes equality. Their training is linked to priorities within the school's development plan. Induction for new staff includes the area of equality.

Regular visitors will comply with the school's equality policy.

Pupils

Pupils will be encouraged to treat each other with respect and to report incidents of inequality to an adult.

Parents

All parents and carers are encouraged to take a full part in the life of the school. The school works with parents/carers and the community to develop positive attitudes towards diversity and equality .

Procedure for Dealing with Incidents

An incident is 'any incident which is perceived by any party to be against the principles of this policy.

- Any incidents are investigated initially by the class teacher. Should the incident be of a very serious nature this will then be referred to a more senior member of staff.
- All incidents are recorded on CPOMS.
- Incidents of racism are recorded via Local Authority Racist Incident Online. The headteacher reports to the governing body on the number of incidents.
- All pupils, parents/carers and staff are aware of our procedures for dealing with racist incidents, and all staff are trained to deal firmly, consistently and effectively with racist incidents.
- Victims of any incident of inequality will be supported by the school and, where appropriate, we will seek the support of external agencies.

Complaints Procedure

If any governor, member of staff, pupil or parent feels this policy is not being implemented properly then they should raise the matter with the Headteacher who will take appropriate action.

.....**Headteacher**

.....**Governor**

Revised: Summer 2016

Review Date: Summer 2021