



## **Bellfield Infant School**

### **Equality Policy**

#### **Who the policy applies to and scope**

At Bellfield Infant School we believe that all parents, staff and children must be equally respected and treated as individuals; we firmly hold that all people are born equal irrespective of gender, religion, ethnic origin, cultural origin, sexual and parental preferences, disability and marital status. As such, we consequently treat all associated with the school – staff, governors, pupils, parents – and the wider community with equal respect and dignity.

This policy is based on both the Equality Act 2010 and the Human Rights Act 1998 and includes the nine protected characteristics and any other status.

#### **How the policy applies**

The policy applies in all circumstances in support of equal treatment and full participation for all relevant community members, including:

- **staff** including recruitment and appointment, learning and development, grievances, career progression, redundancy, flexible working and exit
- **children** and participants in all activities in school and out of school where relevant, such as school visits
- **carers and parents** in support of full and equal participation and their access or other needs being fully met
- **visitors**
- **governors** to support full and equal participation and access

#### **Who is responsible?**

##### **The governors are responsible for:**

- ensuring they understand Equality and Human Rights legislation
- making sure the school complies with the relevant equality legislation
- making sure the school's Equality Policy, plans and procedures are followed
- meeting the reporting requirements and associated action plans regarding access, discrepancies in treatment, attainment or representation

##### **The head teacher is responsible for:**

- ensuring they understand Equality and Human Rights legislation
- making sure the school Equality Policy and Plans and procedures are followed

- making sure the plans are readily available and that the governors, staff, pupils, and their parents and guardians know about them
- producing regular information for staff and governors about the plans and how they are working in practice
- making sure all staff know their responsibilities and receive training and support in carrying these out
- taking appropriate action in cases of bullying, harassment and discrimination, including bullying for any reason including because of difference based on any protected characteristic a person may have or be perceived to have. This includes by association.
- Creating opportunities for regularly discussing and consulting on the issues in relation to this policy with parents, carers and guardians
- Creating opportunities for discussing and consulting regularly on the issues in relation to this policy with all staff, including lunchtime staff
- Creating opportunities for discussing and consulting regularly on the issues in relation to this policy with children

**Both governors and head teacher are responsible for regularly reviewing:**

- monitoring and success of plans in relation to inclusion
- any incidents of 'hate' or discrimination, harassment or bullying

**All staff are responsible for:**

- preventing unlawful discrimination against anyone for any reason
- managing the ongoing or related issues to such incidents to limit reoccurrence
- being able to recognise and tackle bias and stereotyping
- promoting equal opportunities and good relations between people who share a protected characteristic and between those who do not
- keeping up to date with the law on discrimination
- taking up training and learning opportunities
- creating opportunities for discussing or consulting with children on the issues in relation to this policy when issues arise
- creating opportunities to educate children in equality and inclusion based on supporting people's differences in the curriculum on a consistent and regular basis
- quickly and appropriately dealing with racist, disablist, homophobic or any other 'hate' incidents based on difference, perceived, real or otherwise. This includes words and behaviours.

**Visitors and contractors** are responsible for understanding and following our Equality Policy.

The specific duties regulations require schools to:

- publish information to demonstrate how they are complying with the Public Sector Equality Duty, and
- to prepare and publish equality objectives.

The published information needs to be updated at least annually and objectives need to be published at least once every four years.

([www.education.gov.uk/aboutdfe/policies](http://www.education.gov.uk/aboutdfe/policies))

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