

Bugthorpe CE Primary School

Equality Policy

At Bugthorpe Primary School we are committed to providing every pupil with the opportunity to achieve his or her potential. We regard every child as unique and take into account their experiences and needs. Our curriculum is broad, balanced, challenging and exciting, and we have the highest expectations of our pupils.

We ensure that all employees are treated as equals in the workplace.

This policy is designed to ensure that we promote the individuality of all pupils irrespective of their age, ability, background, ethnicity, gender or religion.

This policy accords with legislation:

- **Race Relations (Amendment) Act 2000**
- **Disability Discrimination (Amendment) Act 2000**
- **Sex Discrimination Act 1975**

Aims and Objectives

The policy aims to

- ensure that no member of our community suffers discrimination on the grounds of ethnicity, religion, attainment, age, disability, gender or background.
- promote the principles of fairness and justice for all through the educational opportunities we provide.
- ensure that all pupils have equal access to the opportunities provided.
- ensure that there are no forms of indirect discrimination that could form barriers to learning for any group or individual.
- make sure that recruitment, employment and training are fair and provide opportunities for all.
- challenge stereotyping or personal prejudice should it occur.
- promote high self-esteem through educational experiences that develop positive social attitudes and respect.

Racial Equality

In our school we work hard to eliminate any form of racism or racial discrimination, and to develop positive relationships between people of different racial and ethnic groups. We are careful to promote equal opportunities.

Should a racist incident occur, it will be addressed in accordance with Local Authority requirements.

The curriculum and assemblies reflect our respect for diversity.

At Sutton Upon Derwent School, we do not discriminate against pupils or adults who may have some form of disability.

We are committed to meeting the needs of all pupils. Some pupils have disabilities but we do not view any disability as a barrier to learning or to access to facilities.

The school meets the requirements of the amended Disability Act 2005. All reasonable steps are taken to make sure that these children are not placed at substantial disadvantage compared with non-disabled children.

The school tries its best to ensure that there is disabled access to all areas both inside and outside and keeps this to the forefront of its planning.

Where pupils may find more difficulty in gaining full access to a curriculum area, the school endeavours to provide equal access through appropriate modifications.

Gender Equality

We expect boys and girls to achieve their potential and strive to ensure that the curriculum, and all other opportunities, have no gender-bias and equally promote the roles of both men and women in society.

We recognise that, nationally, the achievement of boys has fallen behind that of girls and aim to make sure that boys at Sutton Upon Derwent School are afforded any support that they may need to achieve their potential without detriment to girls' achievement.

Roles and Responsibilities

The Governing Body

The Governing Body is committed to equal opportunities and plays an important role in working with the Head teacher to ensure that all members of the school community are treated fairly and equally.

They ensure that no child is discriminated against whilst in the school on account of their race, sex, religion or disability.

Through its monitoring of school data, governors make sure that all pupils make the best progress they can, and that no groups are under-achieving.

When recruiting school staff, governors welcome applications from appropriately-qualified people from all backgrounds. They do their best to ensure that the working environment is suitable for people with disabilities to have access to all areas of the school.

The Head teacher

The Head teacher promotes the principles of equal opportunities and leads by example in all aspects of the school's work.

The Head teacher ensures that this policy is implemented fully and robustly; and that it is understood by all staff. His/Her role is also to monitor and evaluate the effectiveness of the policy, and to report any infringements to the Governing Body.

The Head teacher ensures that appointments panels adhere to the Equality Policy guidelines when appointing staff.

The Head teacher is responsible for making sure that any incidents of alleged unfair treatment or racial incidents are dealt with swiftly, robustly and in line with Local Authority policy.

School Staff

It is the responsibility of every member of staff to uphold The Equality Policy and promote equal opportunities.

Equal opportunities are at the heart of the school's values, its curriculum and all extra-curricular opportunities. Teachers ensure that resources reflect the principles of the Equality Policy, challenging stereotyping of minority groups, and making sure that their resources always give a positive image.

Staff challenge prejudice or racist incidents immediately and report them to the Head teacher.

Reviewing The Equality Policy

This policy will be monitored by the Head teacher and Governing Body, and will be reviewed every two years.

S M Monkman

16 January 2019