



# **Whitley Abbey Primary School**

## **Equality Policy**

Reviewed January 2021

Next review January 2024

## **School Vision**

### **At Whitley Abbey...**

**We aim for everyone to be valued, safe and happy.**

**We nurture the mental and physical wellbeing of our community.**

**We celebrate life experiences and enjoy sharing new ones together.**

**Through rich learning opportunities we help children to develop a love of learning.**

**We strive to open children's minds to life's possibilities.**

**Through the Whitley Core Values we develop kindness, friendship, courage, honesty, resilience and gratitude.**

**We are proud to have Team Whitley in our hearts.**

**Hand in hand we learn.**

## **Equality Statement**

Whitley Abbey Primary School aspires to be sensitive to the needs of every child, parent and carer, reducing barriers to learning and making the curriculum accessible to every student. Reasonable adjustments to physical and other arrangements of the school are considered where necessary, taking into account the nature of any impairment, pupil and parent views and advice from teachers and other professionals. As a school we ensure that all aspects are accessible for all.

## Equality Policy Aims

This policy has been developed in response to the Equality Act 2010 and replaces previous policies relating to race, gender and disability equality. It has been designed to help the school meet the duty to: a) Eliminate unlawful discrimination, harassment, victimisation and other prohibited conduct.

As a school we welcome our duties under the Equality Act 2010 to:

- ☐ eliminate discrimination,
- ☐ advance equality of opportunity
- ☐ foster good relations

We understand the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. At We are committed to advancing equality and promoting respect for difference and diversity.

## Protected Characteristics

We recognise the benefits of having a diverse School Community, with individuals who value one another, and the different contributions everyone can make. We are committed to being an equal opportunities education provider and employer and are committed to equality of opportunity for all members of the School Community. Students will be taught these values and to respect others. In the provision of equal opportunities, we recognise and accept our responsibilities under the law and oppose discrimination on the basis of any protected characteristic:

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision),
- disability
- ethnicity
- gender
- gender reassignment
- maternity and pregnancy
- religion and belief, and
- sexual identity
- Marriage and Civil Partnership (for employees)

We also oppose unlawful discrimination (and bullying) on the basis that a person has a special educational need or learning difficulty, or because English is an additional language. We aim to ensure that all policies and practices conform with the principle of equal opportunities and comply with the Public Sector Equality Duty set out in section 149 of the Equality Act 2010.

## **Our duties under the Equality Act 2010**

At Whitley Abbey Primary School we have due regard for advancing equality including:

1. Removing or minimising disadvantages suffered by people due to their protected characteristics
2. Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
3. Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

We work continuously to address and meet these objectives through:

- Teaching a broad and balance curriculum which reflects the community that we serve and takes into account the local demographics.
- Providing equality of access to all areas of the curriculum including subsidising extra-curricular activities and experiences.
- Challenging discrimination of any kind and demonstrating a zero tolerance approach to bullying and discrimination.
- Educating pupils to understand protective characteristics and embrace diversity through:

No Outsiders Curriculum lessons, PSHE Association Planning, Assemblies and careers and possibilities events.

## **Core Statements:**

In fulfilling our legal obligations we are guided by seven core statements:

Statement 1: All learners are of equal value.

Statement 2: We recognise, welcome and respect diversity.

Statement 3: We foster positive attitudes and relationships, and a shared sense of belonging.

Statement 4: We observe good equalities practice, including staff recruitment, retention and development.

Statement 5: We aim to reduce and remove existing inequalities and barriers.

Statement 6: We consult and involve widely

Statement 7: We strive to ensure that society will benefit.

## Related Policies

Related policies This policy should be read alongside the Safer Recruitment Policy, Admissions Policy, Behaviour Policy, Anti-Bullying Policy, Disability Policy, SEN and Disability Policy and our Accessibility Plan.

### **Addressing Prejudice Related Incidents**

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fare less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

### **Responsibility**

We believe that promoting Equality is the responsibility of everyone in the school community:

### **Governing Body:**

Monitoring the engagement of engaging the whole school community in identifying and understanding equality barriers and responding and setting of objectives to address these. The Governing Body agrees the Equality Statement and objectives.

### **Head teacher**

As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that the whole school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.

Provide an effective partnership with parents and the community to strive to ensure our children develop respect for themselves, their families and others and approach learning as a tool for life.

### **Senior Leadership Team:**

To support the Head as above.

Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.

### **Teaching Staff :**

Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum. Ensure that they are aware of their responsibility to record and report prejudice related incidents.

**Non-Teaching staff:**

Responsible for knowing and following our equality policies.

**Parents:**

Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. To raise any issues of concern.

**Pupils:**

Support the school to achieve the commitment made to tackling inequality. It is their responsibility to report any hate incidents.

We ensure that the whole school community is aware of the Equality & Diversity Statement and our published equality information and objectives by publishing them on our website.

**Monitor and Review**

Every three years we review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall School Development plan and therefore will be reviewed as part of this process.