

**Wilby Church of England (VA) Primary School**  
**Equality Policy**



*Together we are inspired to learn within the family of God's love.  
We encourage one another to reach our full potential within a Christian atmosphere.*

*John 13:34*

*“A new commandment I give to you, that you love one another as I have loved you.”*

### **Vision**

At Wilby CE VA Primary School we are deeply committed to inspiring our children to learn and reach their full potential. Everyone is valued as an individual and helped to develop and progress in their own unique way within a Christian atmosphere.

This single policy replaces separate policies the school has on race, disability and gender to eliminate discrimination, advance equality of opportunity and foster good relations. It reflects the legal duties set out in the Equality Act 2010 and non-statutory guidance set out by the government in December 2011 and March 2012.

These acts draw together the requirements of previous legislation into a single framework. These place both general and specific duties on the school, including the absolute requirement to:

- **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.** By removing or minimising disadvantages suffered by people due to their protected characteristics.
- **Advance equality of opportunity between people who share a protected characteristic and those who do not.** By taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- **Foster good relations between people who share a protected characteristic and those who do not.** By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.
- **Publish equality information annually** to provide as complete and clear a picture as possible of how your setting or centre has due regard to the need to eliminate discrimination and harassment, advance equality and foster good relations, and what you have achieved as a result
  - Evidence of equality within policies and practice.
  - Engagement.
- **Prepare and publish equality objectives at least every 4 years**

### **School Context**

Wilby CE VA Primary School is committed to ensuring that its policies and practices are designed to provide access, rights and support according to individual needs. We seek to remove discrimination against people on the basis of any irrelevant fact.

Discrimination of any form is contrary to our school values and to 'British Values' which the school promotes and supports. The teaching and learning, achievements, attitudes and well being of all our children are key. We encourage all our children to achieve the highest possible standards and we do this through taking account of each child's life experiences and needs. The

ethos and atmosphere at Wilby CE VA Primary School is one which shows respect to all persons entering the school.

This policy is fully supported by the governing body and the Head Teacher along with the governing body are responsible for ensuring that the policy is communicated, implemented and monitored.

### **Definitions**

- **Direct Discrimination** is when one person or a group of people are treated less favourably than others in a comparable situation. This may be on the grounds of sex, race or disability.
- **Indirect Discrimination** is when a criterion or practice may be applied to all but has an impact upon one particular protected group, placing someone at a disadvantage.
- **Victimization** would be treating a person in a different way who has perhaps made a complaint in respect of discrimination.
- **Harassment** would be an unwanted conduct that perhaps violates a person's dignity or perhaps creates an atmosphere which they feel is hostile.
- **An Incident of Discrimination** is defined as being any incident which is perceived to be so by the victim or any other person.

### **Scope of this policy**

This policy covers a wide range of aspects of school life. These include:

#### **The Curriculum, resources and visits**

Our curriculum reflects the attitudes, values and respect that we share for all groups of our community. The diversity of our society is addressed through our schemes of work that reflect the programmes of study of the National Curriculum. Teachers are flexible in their planning and offer appropriate challenges to all pupils, regardless of ethnicity, disability, race, and religion. For example:

- We will aim to provide a wide variety of multi-cultural experiences for our pupils during their time at Wilby CE VA Primary School including visits, visitors to school, performances and links with other schools.
- Use other materials that reflect a range of cultural backgrounds, without stereotyping;
- Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
- Make best use of all available resources to support the learning of all groups of pupils.
- Ensure we use positive images of those with protected characteristics (e.g. disabled, race and cultural background).
- Ensure arrangements to enable all children to attend events, utilise resources appropriate to ability

#### **Admissions, Attendance, performance, Discipline and Exclusions**

The school follows the LA / Governing Body Admission Policy which does not permit gender, race, colour or disability to be used as criteria for admission. Specifically, Race Equality is promoted through the ethnic monitoring of information gained from the admissions form. Similarly Northants County Council maintains the EMS database regarding how many children

at each school have a disability. The school is committed to ensuring that all processes are fairly applied.

If discrepancies in attendance, discipline or exclusions become apparent then this will be addressed to discover causes and to seek positive ways forward.

Children's names should be accurately recorded with correct pronunciation recorded, and correctly pronounced. Children are to be encouraged to accept and respect names from other cultures.

### **Attitudes and Environment**

Throughout the school, we aim to prevent and tackle all forms of discrimination and promote equality of opportunity across all aspects of school life. We do this by:

- creating an ethos in which pupils and staff feel valued and secure;
- building self esteem and confidence in our pupils, so that they can then use these qualities to influence their own relationships with others;
- having consistent expectations of pupils and their learning;
- removing or minimising barriers to learning, so that all pupils can achieve;
- ensuring that our teaching takes into account the learning needs of all pupils through our schemes of work and lesson planning;

### **Staffing**

- when advertising posts, or interviewing applicants, or deciding on appointments, the governors and staff will follow the necessary procedures, and will not discriminate against people as a result of any irrelevant factor.
- should a member of staff become disabled, the Governing Body will make reasonable adjustments to that person's employment arrangements, or to the premises, in order to enable them to continue in post.
- all members of staff are entitled to professional development and training, and are expected to take advantage of a continuous programme of professional development
- Performance Management arrangements will take into account the individual requirements, skills and needs of staff.
- Where necessary specific training will be given to staff to enable the school to be a champion of inclusive practice

### **Policy Aims**

The overarching aims of this policy are:

- to develop the children's awareness of the diversity of the society in which we live
- to make the whole of their school experience a tool whereby children are enabled to develop positive attitudes towards a pluralistic society
- to create an atmosphere that welcomes all cultural diversity and is opposed to any form of discrimination
- to respect the dialects, accents and first language(s) of the school community
- to ensure that, wherever possible, communication with pupils' families should be available in the appropriate languages and written so that they may be readily understood by those to whom they are addressed as and when appropriate
- to ensure that the Home School Agreement, regulations, personnel handbook and organisation are sensitive to and show respect for diverse cultural practice e.g. religion, dress, diet, holiday patterns, festivals

- to be consistent and fair in the treatment of all pupils as individuals in both praise and constructive criticism
- to avoid stereotyping language when talking to pupils and colleagues; this standard will also apply to letters and publications sent out from school
- to ensure that resources and displays around the school reflect positive and non-stereotypical images
- to purchase and display books that portray positive and non-stereotypical roles
- to give all areas of the curriculum equal status
- to encourage teachers to give time and attention fairly to all pupils
- to encourage strategies that will encourage pupils to work and play together
- to highlight our stance on Equality of Opportunity, wherever possible, with adults, other than teachers, who visit the school
- to recognise the right of every person in the school to be free from physical and verbal harassment
- to monitor and adopt strategies to prevent discrimination
- to take appropriate measures when necessary to ensure the effective implementation of this policy
- to maximise the potential of each child irrespective of their background (ethnicity, gender, linguistic, ability, religious)
- to use the monitoring of a range of data and to take action to set targets for removing any identified disparities

## **Statements of Principle**

### **Equality of Opportunity**

- discrimination on the basis of creed, colour, culture, origin, gender, ability, physical or medical condition is unacceptable in our school
- all members of the school community have the right to be treated with courtesy and respect and all pupils have equal access to the full range of educational opportunities provided by the school
- Governors and staff will not discriminate against pupils seeking admission or with regard to how pupils are treated on grounds of race, sex, disability, religion or belief; this will also apply to how pupils are allocated classes, applying standards, behaviour, dress and appearance or exclusions. Nor will any children be favoured in preference to others on these grounds
- all staff, in line with the Northamptonshire County Council's Equal Opportunities Policy, will practise an equal opportunities philosophy
- we promote the principles of fairness and justice for all, through the education that we provide in our school
- the school will aim to have within each Governing Body committee a balance of equal representation within the parent governors, teacher governors, Local Authority representatives, community governors and foundation governors.
- the school will ensure that all staff are recruited, trained and promoted on the basis of ability; the needs and the requirements laid down in both personnel specification and job description
- Wilby CE VA Primary School will not discriminate on the grounds of gender, transsexual status, race, disability, age, religion or belief, marital status or sexual orientation; this also includes discrimination in relation to recruitment, terms and conditions, promotions, transfers, dismissals, training and employment practices relating to such things as dress code or disciplinary procedures

- the school will endeavour to provide facilities to ensure that the needs of its community are not overlooked i.e. access to buildings, dietary requirements, translators/interpreters in the appropriate languages of the school
- every effort will be made to achieve harmonious relations between all members of the school community in line with our Home School Agreement and Behaviour Policy
- equal opportunity education is an integral part of the school curriculum, manifested in the practices of all areas within the school
- efforts will be made to avoid race and sex stereotyping in the content and delivery of the curriculum; teaching materials will be regularly monitored to ensure that they are non-discriminatory; written materials and other resources shall reflect the cultural diversity of the school community
- staff will aim to make the school a safe and secure environment for all and will encourage self-confidence and a caring and responsible attitude in both sexes, towards others and the environment
- information normally provided in writing (lesson content, texts, library resources and information about school events) will be made available in alternative formats that are clear and user-friendly, such as Braille, audio tape, and large print, or it may be transmitted orally, or through lip-speaking or sign language, or through a recognised symbol system, or through ICT.
- we will take account of disabilities, be they the pupils' or their parents'; for example, communication with a parent who is visually impaired may need to be by telephone rather than by letter

### **Dealing with incidents**

Despite the best efforts of all staff it is recognised that there may be occasion where the aspirations of this policy are not followed. In these cases it is essential that swift and proactive action is taken.

Children are encouraged to be aware of what discrimination means through the PSHCE programme and are encouraged to report incidents where there is the suspicion of unfair treatment of this kind.

Following a report by a pupil of any racist incident, or any incident which is witnessed by or reported to an adult the following action will be taken:

- The Headteacher will deal with the matter
- The persons involved will be kept apart
- All persons concerned will be interviewed
- parents will be informed by direct contact and the Police will be involved as required
- The allegation will be logged using appropriate forms and will also be recorded on the SIMs system for analysis purposes
- If the case is found proven against a child, the child will be dealt with under the Exclusion Policy. This will normally start with a verbal warning followed by a more structured approach if improvements are not evident. The school will be careful to ensure that the child understands what aspect of their behaviour is unacceptable and why.
- However, if the incident is a deliberate and targeted attack on another individual, the Headteacher may choose to impose an immediate fixed term exclusion of between 1 - 3 days.
- All incidents will automatically be reported to the Governing body by the Headteacher.
- Confidentiality of all witnesses will be maintained.

## **All other forms of discrimination will be dealt with through a similar process.**

The school recognises that discrimination may present in many ways. However there are proactive steps that can be taken which are identified below.

### **Leadership and Responsibilities**

The responsibility for implementing this policy falls into the following categories:

- the Governing Body is responsible for the school's general and specific duties under relevant legislation.
- The Governing Body will take advice from NCC and other appropriate bodies in the event of any person(s) breaching this policy. If after investigation there is a case to answer, the disciplinary process will be actioned.
- the Head Teacher is responsible for implementing the policy, for ensuring the necessary action plans are in place, and for ensuring that all members of staff are aware of their responsibilities, providing appropriate training and support and leading remedial action as required.
- a named governor and a designated member of staff jointly discharge the responsibility of ensuring that we meet our obligation not to discriminate and for the ongoing development of this policy
- all members of staff are responsible for dealing with incidents and ensuring that the promotion of equality and diversity are adhered to.
- Visitors to the school are required to comply with the requirements of this policy.
- parents and carers are asked to keep us informed about any relevant issues, so that we can work towards resolving them

### **Monitoring and Review**

We have high expectations of all our pupils. We monitor a range of data to make sure that all pupils are making the best progress possible, and that no groups of pupils are underachieving. We monitor:

- admissions
- attainment
- exclusions
- rewards and sanctions
- parental and pupil questionnaires
- staff development

Evaluations based on these data are then reported to the Governing Body, and an action plan will be drawn up if necessary.

### **Working with Parents**

It is a requirement for the school to seek to work in partnership with parents and the wider community to establish, promote and disseminate racial equality good practice and tackle discrimination. We will do this through:

- ensuring that the school community have the opportunity to be fully involved with the life of the school
- where possible, sending out information to parents in a format and language that is easily accessible
- ensuring that parents know that the school welcomes their presence and their input
- encouraging parents to share their experience and knowledge to enhance the cultural awareness of the pupils and the school community
- clearly and fully explaining curriculum subjects and activities to parents and carers
- giving respect to the role that parents play in the partnership

- involving parents in the monitoring of what the school is seeking to achieve with their children

**Review**

The effectiveness of this policy will be reviewed on an annual basis.