



# Furzeham Primary School – Equality Policy

Date of review: Spring 2021	Date of next review: Spring 2025
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The Equality Policy for Furzeham Primary School brings together all previous policies, schemes and action plans around equality including those that we had previously for Race, Gender and Disability. It includes all the protected characteristics covered under the Equality Act 2010 as well as other aspects which have the potential to discriminate against any individuals within our community. We are further committed to the development of cohesive communities both within our school's physical boundaries and within our local, national and global environments. Our key school values are: Responsibility, Perseverance, Resilience, Respect, Honesty and Friendship. Our school embraces the aim of working together with others to improve children's educational and wellbeing outcomes, and notes the rights set out in the UN Convention on the Rights of the Child.

Our Equality Policy is inclusive of our whole school community; pupils/students, staff, parents/carers, governors, visitors and partner agencies.

The purpose of this Policy is to set out how our policies and practices have due regard to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations between groups

Overall aims of our Equality Policy are to:

- Eliminate discrimination, harassment and victimisation
- Promote equality of access and opportunity within our school and within our wider community
- Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins

## Our approach

Furzeham Primary exists to promote the learning and wellbeing of each of our pupils. We believe we can do that by creating a welcoming and respectful environment, which allows us to challenge discrimination and inequality, resolve conflicts peacefully and work and learn free from harassment and violence.

We recognise that there are similarities and differences between individuals and groups but we will strive to ensure that our differences do not become barriers to participation, access and learning. We are committed to creating inclusive processes and practices, where the varying needs of individuals and groups are identified and met. We recognise that we cannot achieve equality for all by treating everyone the same. We will build on our similarities and seek enrichment from our differences and so promote understanding and learning between and towards others to create cohesive communities.

## Realising our vision

We will ensure we identify opportunities for promoting our vision, the key concepts and our duties on equality legislation across all aspects of school life, including the provision of extended services.

These opportunities are likely to include all or some of the following, dependent on our current priorities.

- Engagement, participation and involvement of a broad and diverse range of children, young people, their parents and partner agencies
- Preparation for entry to the school
- School policies
- Breaks and lunchtimes
- Provision of school meals
- Interaction with peers
- Opportunities for assessment and accreditation
- Exam arrangements
- Behaviour management approach and sanctions
- Exclusion procedures
- School clubs, activities and school trips
- School's arrangements for working with other agencies
- Preparation of pupils for the next phase of education
- Learning and teaching and the planned curriculum
- Classroom organisation

- Timetabling
- Grouping of pupils
- Homework
- Access to school facilities
- Activities to enrich the curriculum, for example, a visitor to the school or school visits

### **The role of governors**

The Governing Body has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the school community are treated fairly and with equality. The Governing Body:

- Seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school
- Takes all reasonable steps to ensure that the school environment gives access to people with disabilities and in its accessibility plan will make reference to arrangements for disabled pupils
- Welcomes all applications to join the school, whatever background or disability a child may have, in line with the school's admissions policy
- Ensures that no child is discriminated against whilst in our school on account of their gender, religion or race

### **The role of the Headteacher**

It is the Headteacher's role to:

- Implement the school's equality policy
- Ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations
- Ensure that all appointments' panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities
- Promote the principle of equal opportunity when developing the curriculum, and promote respect for other people in all aspects of school life
- Treat all incidents of unfair treatment and any racist incidents with due seriousness

### **The role of school staff**

Our class teachers ensure that all pupils are treated fairly, equally and with respect. We do not discriminate against any child. When selecting classroom material, teachers pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups. When designing schemes of work, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues. So, for example, history topics in our school include examples of the significant contributions women have made to developments in this country's history. In geography topics, the teacher attempts to counter stereotypical images of Africa and Asia and to show the true diversity of development in different parts of the world.

All our teachers challenge any incidents of prejudice or racism and support the work of support staff, encouraging them to intervene in a positive way against any occurrence of discrimination.

### **Monitoring and review**

It is the responsibility of our Governing Body to monitor the effectiveness of this Equality policy. The governing body does this by:

- Monitoring the progress of pupils from particular groups and comparing it to the progress made by other pupils in the school
- Monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against
- Requiring the Headteacher to report to governors on an annual basis on the effectiveness of this policy
- Taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils
- Monitoring the actions identified in our Equality/Accessibility Plan
- Monitoring the school behaviour policy