

Equal Opportunities and Anti-Discrimination Policy



**Burwell Village
College Primary**

Approved by: Governing Body

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Equality Policy

At Burwell Village College Primary school we are a respectful, positive learning community where everyone is enabled to achieve the most they can, progress as far as they can and learn the most that they can.

- We promote and value diversity
- We promote and value human rights
- We challenge stereotypes

Our Equality Policy is essential in ensuring that this can happen.

Definitions

For us “equality” is about opportunity, access, participation and contribution on a fair and equal footing and providing a framework for this to happen.

The term “diversity” acknowledges there are differences between people and the school values and respects the variety of backgrounds, perspectives, values and beliefs of its community.

Aims

- To enable all members of our school community regardless of race, gender, disability, social background, religion or beliefs, sexual orientation, gender reassignment, marital or civil partnership status, pregnancy or maternity or age to have the opportunities to develop in every area of our school life to the highest level.
- To provide a broad and balanced curriculum promoting the spiritual, moral, social, cultural, mental and physical development of our pupils.
- To encourage respect and tolerance for others, their faith, culture and way of life.
- To provide a clear statement about the schools commitment to promoting equality and diversity within employment.

The purpose of this policy is to ensure that Burwell Village College Primary’s ethos, policies and practices respect and protect the rights of all individuals and promote positive action to ensure that all pupils, staff, parents, carers and volunteers within the Burwell Village College Primary community are enabled to make the most of their abilities and qualities.

It is written within the guidelines and to ensure we fulfil our duties under the Equality Act 2010 and takes account of the updated guidance from the DfE published in May 2014.

This policy ensures, we will:

- eliminate unlawful discrimination, harassment, victimisation and other conduct that is prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- foster good relations across all characteristics - between people who share a protected characteristic and people who do not; and
- consult and involve those affected by inequality in the decisions our school takes to promote equality and eliminate discrimination, including but not limited to parents, pupils, staff and members of the local community.

Equality within our learning community

Background Information

At Burwell Village College we are a larger than average primary school. We teacher in mixed ability classes but may use setting by ability for some teaching where we feel it is appropriate. Most classes are as a balance of gender, SEND, behaviour support and general attainment levels.

Pupils are generally admitted from the village and the immediate locality. There are very few pupils who are from outside the priority admissions area.

The school has 3 EHCPs and has strong SEND strategy to ensure that pupils gain the support they need as early as possible.

‘To promote equality of opportunities by constructively challenging barriers to inclusion in educational and social settings’.

This reflects the overriding principles of equality legislation in relation to disability. The act enshrines equal treatment for all but makes clear that disability discrimination is different and that those with disabilities should be treated ‘more favourably than a person who is not disabled.’ (The Equality Act 2010 and schools, 4.2 pg. 24).

In order to ensure equal opportunities for all, we ensure there is no discrimination, harassment or victimisation to pupils, potential pupils, staff, parents, volunteers and the wider community. We do this by reviewing our work in the following areas

- Policy
- Leadership and management
- Provision of education (curriculum, learning and teaching and assessment)
- Admissions, attendance, positive behaviour management, including suspension and exclusion
- Pupils personal development, attainment and progress
- Attitudes, environment and access to any benefit, facility or service
- Parents, governors and community partnership, including extended services
- Staffing – recruitment, training and professional development
- Pupil voice and participation

At Burwell Village College Primary we take positive steps to ensure the continued development of equal opportunities throughout the school:

School Environment

- The site is designed to ensure access for all and physical resources are made available to allow full access to the curriculum as required and to meet the needs of all our pupils.
- There will always be sufficient staff on duty to ensure children are in a safe environment.
- In the playground pupils will be encouraged to play together. Our staff are expected to lead and model play activities to promote positive play and appropriate behaviour.

Learning

We organise and deliver a curriculum which ensures equal participation by all pupils in all the elements of learning, knowledge, concepts, skills and attitudes.

We encourage positive attitudes towards everyone.

We celebrate racial and cultural diversity.

We plan the curriculum and its delivery to take into account the age, ability, gender, ethnicity, background and SEN of pupils.

We ensure our children are prepared to be included in society, regardless of their needs or disabilities.

We expect all staff to ensure that classes are an inclusive environment and that all contributions are valued.

Teachers ensure the tasks set meet the needs of all pupils with whom they are working.

Teachers communicate using a wide variety of methods and the school constantly reflects on and improves its practice in this area.

We aim to minimise the effect on pupils' learning of social and economic deprivation.

The school has an inclusive approach to educational visits and risk assessments are carried out beforehand to ensure full access for all pupils and staff.

We pay attention to the physical needs of the children.

Pupil Organisation

At the beginning of each school year class staff support children in composing Class Codes of Conduct within the remit of the schools' 'code of conduct' outlining the behaviours we are looking for in all pupils. This is then used to promote good behaviour alongside class reward systems.

We prevent discrimination, harassment or bullying on the basis of the following 'protected characteristics':

- Age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Classes are organised in such a way as to promote an understanding and acceptance of difference and similarity. We recognise that all pupils are unique but share fundamental characteristics.

As a school, we expect all in our community to use appropriate language and communication with one another in order to foster a collaborative, respectful and effective learning environment. Where we feel that the use of language or communication is inappropriate, this will be dealt with in line with the Behaviour Policy, Safeguarding Policy, Staff Conduct Policy as appropriate.

All incidents of harassment are taken seriously and dealt with immediately by staff. Serious incidents are logged, outcomes agreed and reported to parents.

Personal Identity

When addressing pupils by name, staff and peers will use a pupil's legal/enrolled name or a preferred name in consultation with parents. Should parents or the child wish to be addressed using pronouns other than the traditional 'he/she', the school shall not agree but will use the pupil's preferred name in place of any pronouns. All staff are expected to adhere to this policy under the code of conduct.

Where a child has undergone or is undergoing gender reassignment surgery, the school will address them as their identified gender. They will have access to any gender specific accommodations as any other child of that gender.

Uniform

There are many arguments in support of and in opposition to school uniform. At Burwell Primary School, we require pupils to wear school uniform for the many of the commonly recognised benefits to school, pupils and parents. However, our main reason for enforcing school uniform is not to make all pupils the same; quite the contrary. It is to support the school community in seeing beyond superficial differences and recognising our pupils as the unique and individual young people that they are. The uniform is not gender specific; any child can wear any item of the uniform they wish as long as it complies with the policy.

Resources

We deploy resources effectively and efficiently to ensure that all children receive appropriate support

Playground and sporting equipment is available to all.

Equipment across the school and in classrooms is selected to accommodate the needs of all

Disabled toilets are available to all but priority is given to any pupils with disabilities. Staff toilets are individual cubicles and are unisex. In the event that a child is struggling with their gender identity and feels that they can not use their gender assigned toilets, there are single cubicle unisex toilet available. They will not be permitted to use a different gendered toilet. We believe this is important to ensure that all children feel safe and secure when using the toilets.

Staffing and Administration

We seek to ensure that our working environment is one that respects and includes everyone regardless of their gender or gender reassignment; marital status (including civil partnership); sexual orientation; race, language, ethnic or national origins and nationality (including citizenship); religious belief; disability and / or medical conditions; age; whether they have dependants; trade union membership status and activity or political views/affiliations

This policy provides employees with a clear statement about the school's commitment to promoting equality and diversity within employment.

We are committed to providing equality of opportunity for all by eliminating discrimination. We will do this by ensuring that our practices reflect relevant employment legislation and good practice. Our employment decisions are based upon job related, objective criteria.

We are committed to having a workforce that reflects the diversity within our community where everyone is treated with dignity and respect.

The code of conduct sets out how we expect employees to behave toward one another and outlines the framework for addressing issues that are raised.

We ensure that the school's arrangements for discipline, extracurricular activities and employment of staff do not discriminate on all equality grounds

We ensure that staff understand what constitutes direct and indirect discrimination.

We review recruitment and selection processes for potential discriminatory practice

We ensure that official guidance (such as from the LA) on employment issues, including staff disciplinary and dismissal procedures, is followed. All teaching and support staff posts are non-gender-specific. Both men and women are encouraged to work with all age groups and each Key Stage. All staff have equal access to in service training and posts of responsibility.

Employee responsibilities

All employees, irrespective of their role, have a personal responsibility to comply with this policy, associated policies and to abide by the Equality Act 2010, in dealing with each other, managing staff and in their relationships with children, parents, carers, governors and other stakeholders. In particular, employees, must not:

- discriminate against colleagues, other workers, job applicants, children, parents, carers, governors or other stakeholders;
- bully or harass colleagues, other workers, job applicants, children, parents, carers, governors or other stakeholders;
- encourage or try to encourage another person to treat others unfairly or to practice unlawful discrimination;
- victimise people who have made allegations or complaints of discrimination or who have provided information about such discrimination.

We will not tolerate any of the above behaviours. Where employees commit an act of unjustified or unlawful discrimination, or allow discrimination to occur without taking appropriate action, then they could be liable to disciplinary action for a breach of the school's code of conduct, which could result in dismissal.

Employer Commitment

We will carry out the following activities in order to demonstrate our commitment to equality and diversity, and also to fulfil our legal responsibilities:

Employment Policies

We will ensure that our employment policies, practices and associated guidance are fair to all by undertaking an equality analysis when we carry out employee related projects, policy developments and reviews.

We will monitor the implementation of these policies to ensure that they remain fair in practice and that any barriers to and within employment are removed.

Consultation

We provide information to parents and carers in a form which is accessible to them if they have language or literacy difficulties.

We encourage volunteers to support in school.

Monitoring and Evaluation

The Governing Body will monitor and evaluate this policy annually alongside all other related policies with a view to considering the impact of our main activities on people with protected characteristics.

We will take into consideration all available monitoring data to inform our evaluation of our success in this area.