

# EQUALITY

# POLICY

This policy was last reviewed: August 2016.

This policy will be reviewed: August 2017.

## **Introduction**

We welcome our duties under the Equality Act 2010 as both a provider of education and as an employer.

We believe that all pupils and members of staff should have the opportunity to fulfil their potential whatever their background, identity and circumstances. We are committed to creating a community that recognises and celebrates difference within a culture of respect and co-operation. We appreciate that a culture which promotes equality will create a positive environment and a shared sense of belonging for all who work, learn and use the services of our school. We recognise that equality will only be achieved by the whole school community working together – our pupils, staff and parents/carers.

This document outlines the principles which will guide our approach to working with our school community and enabling an open culture.

For staff and prospective staff, this policy should be read in conjunction with the school's Employment Equality Policy.

This policy has been developed to help meet these duties:-

- Eliminate unlawful discrimination, harassment, victimisation and other prohibited conduct
- Advance equality of opportunity between those who have a protected characteristic and those who do not
- Foster good relations between those who have a protected characteristic and those who do not

## **National and Legal Context**

We recognise that we have duties under the Equality Act 2010 in relation to the school community to eliminate discrimination, advance equality of opportunity and foster good relations with regard to age (applicable only to staff), disability, ethnicity, gender (including issues of transgender, maternity and pregnancy), religion and belief, sexual orientation and marital status (applicable only to staff).

We also recognise that we have a duty under the Education & Inspections Act 2006 to promote community cohesion, i.e. developing good relations across different cultures and groups.

We also appreciate that these duties reflect the international human rights standards as expressed in the UN Convention on Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

All members of the school community should be aware that every individual has a right to be considered of equal value and be given equal opportunities regardless of:

Ethnicity

Gender (including Transgender)

Social background

Ability/Disability

HIV/AIDS

Belief

Age

Marital status

Nationality/Citizenship

Sexual orientation.

In the context of the school we feel the most appropriate definition is that: Equal opportunity is the right of everyone to equal chances, and each individual is respected for who they are.

## **OUR BELIEFS**

We need to ensure that equal opportunities are available for everyone regardless of gender, class, ethnic group, sexual orientation or ability range.

- We need to ensure that all individuals within the school are entitled to learn, teach or work in a non-threatening and supportive environment in which self esteem is enhanced.
- We need to define and identify unacceptable behaviour (racist, sexist, discriminatory or harassing) and other strategies for dealing with the perpetrators and provide support for the victims.
- We need to ensure that all staff take responsibility for these issues in all aspects of school life.

We believe that, in order to achieve the above, every effort possible must be made to ensure that all individuals within this school are valued and have the opportunity to develop to their full potential within a context of mutual respect, justice and fairness.

To ensure that -

- every pupil within the school achieves their full potential and has the same chance
- equal access is achieved by all pupils
- changing needs are responded to
- we inform and educate staff, parents and children and remind ourselves of the issues
- we can live in harmony and create a more equal society
- we break down prejudices and build positive attitudes
- there is a continuity of approach throughout the school
- we prevent the waste of resources and individual talents
- we improve the quality of life for all individuals
- we enable our pupils to make a contribution to our school society and to the wider community
- we promote understanding and mutual respect of all members of society regardless of differences
- we reduce discrimination by operating in a just and fair school society
- we work to a written common agreement which can be modified
- monitored and evaluated.

We strive to ensure all pupils achieve their full potential both socially and academically regardless of race, gender or ethnic background. This commitment is demonstrated through out school aims.

### **THE CURRICULUM/TEACHING AND LEARNING**

At Salterford HouseSchool equality and diversity will be as embedded as far as is possible in all areas of the curriculum and that pupils will be given opportunities to explore prejudice and discrimination, and to positively explore difference in relation to race/ethnicity, religion/belief, gender, disability etc.

Each subject area will be kept under review, including the resources available. The school will ensure resource materials reflect both the diversity of the school, local community and wider society as a whole.

### **ADDRESSING PREJUDICE AND PREJUDICE-RELATED BULLYING**

The school has a legal obligation to eliminate discrimination and harassment and victimisation, as well as the duty to foster positive relations between groups and individuals.

“A hate incident is any incident which is perceived by the victim or any other person to be motivated by the offender’s prejudice against people because of their age, disability, gender, race, religion, sexual orientation or other reason.”

We take our obligations seriously and any hate incidents will be investigated, logged and reported to the Headteacher.

Staff will work within the procedures set out in the school's Behaviour Policy and Anti-Bullying Policy when dealing with reports of racist incidents. These recognise that staff need to use their professional judgement when dealing with racist incidents and take account of the context in which the incident took place.

The following action should be taken for all racist incidents:

- All staff will use the agreed definition of a racist incident and make it clear that racist behaviour is unacceptable in this school
- The Headteacher should be informed and the incident written in the racist behaviour log.
- Support should be offered to the victim
- Counselling should be given to the perpetrator, which may include discussion, support, and find ways to increase their understanding.
- Wherever possible, a full apology will be made (although this may not be directly after the incident, so as to give the perpetrator time to consider their action, i.e. more than a token gesture).
- Parents may be informed as part of the school's sanctions

Perpetrators of racist behaviour will be subject to the school's range of sanctions as outlined in the Behaviour Policy. Repeat incidents will involve stronger sanctions.

If the incidents are judged to involve bullying, the school's Anti-Bullying Policy will apply. The policy provides suggestions for helping children deal with bullying, supporting the victim and helping the perpetrator change their behaviour.

## **ROLES AND RESPONSIBILITIES**

All members of the school community have a responsibility to comply with this policy and its procedures and behave in a manner which respects and values racial, cultural and linguistic diversity.

### **Headteacher:**

The Headteacher is responsible for ensuring that:

- the school complies with all race relations legislation.
- the school's Racial Equality Policy is implemented monitored and reviewed.
- this policy is communicated and made readily available to staff, parents and carers
- the policy is implemented
- staff are aware of their responsibilities
- staff are given appropriate training and support
- appropriate action is taken in any cases of unlawful discrimination
- there is a member of staff responsible for co-ordinating work on racial equality and dealing with reported incidents of racism
- all racist incidents are reported and recorded and relevant parties informed.

**All staff:**

All staff are expected to:

- deal appropriately with racial incidents that may occur, reporting them to the Headteacher who will record them in the log file
- be able to recognise and tackle racial bias and stereotyping
- promote racial equality and good race relations
- incorporate principles of race equality and diversity for all into all aspects of their work
- keep abreast of race relations legislation and how it applies to schools.

**All Pupils:**

Pupils are expected to:

- respect all people, all colours all abilities, all beliefs, all faiths.

**Visitors and contractors:**

- Will be made aware of the elements of the school's racial equality policy that are applicable to them whilst they are on site.

**STAFF DEVELOPMENT AND TRAINING**

The policy will be subject to consultation with staff. Copies will be included in the Staff Handbook and a copy of the policy will be available in the school office on request. It will also be posted on the school's Plus4Schools site for parents.

Opportunities will be sought to provide race equality training for staff where possible.

Children will be made aware of Race issues, especially the need to report racist incidents, through assemblies, PHSE lessons and the pastoral system.

**BREACHES OF THE POLICY**

If a parent or member of staff is not satisfied with the steps taken as a result of a racist incident, they should use the school's Complaints Procedure.