



William Barcroft Junior School

Equality Policy and Equality Objectives Statement

1. Legal framework

1.1. This policy will have consideration for, and be compliant with, the following legislation and statutory guidance:

- The Equality Act 2010 (“the Act”) which provides a modern, single legal framework with three broad duties. 1) To eliminate discrimination, 2) Advance equality of opportunity and 3) foster good relations.
- Education and Inspections Act 2006
- Special Educational Needs and Disability Regulations 2014
- Public Sector Equality Duty (PSED)
- General Data Protection Regulation (GDPR)
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William Barcroft Junior School fully understands the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and given equality of opportunity.

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

Age

Disability

Race, colour, Nationality, Ethnic or national origin

Sex (including transgender)

Gender reassignment

Maternity and Pregnancy

Religion and Belief

Sexual Orientation and

Marriage and civil partnership (for employees)

Data will be analysed regularly in terms of Admissions, Attendance, Attainment, Exclusions and Prejudice related incidents for protected characteristic groups.

2. Our Ethos

This is a place where;

- Children are prepared for their future
- All efforts are acknowledged and celebrated
- Everyone is valued and respected as an individual

- We will educate our children about equality and diversity and where we pledge to meet the needs of all our individuals
- Everyone is encouraged to be part of and contribute to the community and
- Everyone is encouraged to make healthy life choices

William Barcroft Junior 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 fair less well in the education system. Incidents in school are logged and appropriate action and monitoring is taken. Data on incidents can be collated and analysed in order to address themes and trends across school. We commit to working with parents, guardians and the wider community to challenge and eliminate discrimination and we create an environment which respects and values cultural, linguistic and religious differences.

All staff are expected to

- Deal with racist incidents that may occur.
- Be able to recognise and tackle racial bias and stereotyping.
- Promote equal opportunities and good race relations.
- Incorporate principles of equality and diversity into all aspects of their work.
- Provide appropriate support to pupils in their class for whom English is an Additional Language

3. Policy Planning and Implementation

William Barcroft Junior School will ensure that the principles and procedures listed are given due regard when implementing the full range of practice and policy in school especially in the areas of Progress, Behaviour, Pastoral care, Teaching and Learning, Admissions and attendance, Curriculum content, recruitment and partnerships with parents and communities.

Through the school improvement plan we will ensure that;

- Every pupil should be helped to develop a sense of personal and cultural identity, in which they are confident and open-minded, and that is receptive and respectful towards other identities.
- Every pupil should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society and in the wider context of the independent world.
- Professional development and in-service training for teaching staff and support staff and training for the governing body is provided.
- Identification of resources is made to meet the needs of staff, governors and pupils in appropriate ways.

4. Equality Objectives Statement

We welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

Dealing with prejudice

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through our thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employee's will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

Equality and dignity in the workplace

We do not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

5. Monitoring and Review

5.1. Last reviewed November 2019