



Woodbridge Primary School Equalities Policy

	Signed	Date
Approved by	Matthew Gowen Chair of Governors	July 2022
Last reviewed		July 2022
Next review due on		July 2023

Signed by: MATTHEW GOWEN

Chair of Governors

Signed by: KATE DALY

Headteacher

Our school recognises its need to celebrate the diversity that exists within its community and to ensure that all have the opportunity to respond to the expectations and challenges of the curriculum.

Principles:

- Equality is the responsibility of the whole school community and must be reflected throughout the organisation of the school and be addressed in the taught and hidden curriculum.
- All staff, governors, parents/guardians and pupils regardless of race, ethnicity, disability, gender and socio-economic background, are welcome and will be encouraged to participate in the life of the school.
- The school recognises its responsibilities under the Race Relations Act, Sex Discrimination Act and Disability Discrimination Act to eliminate discrimination and to promote good race relations.

This policy aims to:

- Promote equal opportunities regardless of race, culture, gender, academic ability, physical ability or class.
- Provide an environment free from social, sexual or cultural prejudice for all members of our school community.
- Achieve an environment in which members of the school community can be respected as individuals and in which the varied experiences of the community can enrich the life of the school.

Actions:

- Statements of equality and opportunity will be printed in all relevant school documentation e.g school website, vision statement, policies and in the staff handbook.
- All governors, staff and pupils will receive training in relevant aspects of equal opportunities as appropriate to ensure their ability to actively support this policy.
- On acceptance to the school all parents will receive information detailing the school's Behaviour Policy.
- The school will make all reasonable effort to ensure that meetings are accessible and convenient for all and take into account particular needs and requirements, e.g physical access, child care and interpreter support.
- Parents and members of the local community are invited to help in the delivery of the curriculum.
- The school will include in its prospectus and website, information concerning the arrangements made for the admission of disabled pupils; the steps taken to prevent disabled pupils from being treated less favourably than other pupils; the facilities provided to assist access to the school by disabled pupils.

What follows are the different areas in which the school will pay particular attention to ensuring that there is equal opportunity for all.

Promoting Equality: Achievement

It is our school policy:

- To recognise good effort and attitudes regardless of academic achievement.
- To allow all children access to equipment, resources and teacher time regardless of their academic achievements.
- To value all efforts and achievements of children in all areas of the curriculum.
- That every child has an entitlement to a positive, helpful learning environment, with carefully planned work which matches individual needs, in order that they may reach their potential.

To secure the best possible outcomes we recognise that:

- Adults in the school will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity;
- It is important to identify the particular needs of individuals and groups within the school and to use targeted interventions to narrow gaps in achievement;
- A range of teaching methods is used throughout the school to ensure that effective learning takes place at all stages for all pupils.
- All pupils are actively encouraged to engage fully in their own learning.

Promoting Equality: The ethos and culture of the school

Our Vision states that:

- We believe that the stages of childhood should be appreciated and made enjoyable and rewarding in their own right and not only considered as preparation for what follows.
- The school environment should provide a relaxed and friendly atmosphere, conducive to learning.
- Children are seen as individuals with differing needs catered for and equal opportunities provided.
- The school is an important part of the community.
- The school is a democracy where decisions are made following discussions involving staff, Governors and the children.
- Our Student Council allows children to voice their opinions and issues and collectively ensure all points made are actioned.
- As a school we promote fundamental British values making sure children and staff are safe, supported and integrated in the school.

Promoting Equality: Staff Recruitment and Professional Development

- All posts are advertised and open to the widest pool of applicants.
- All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination to ensure equality of opportunity.
- Access to opportunities for professional development is monitored.
- Equalities policy and practice is covered in all staff inductions.
- Policy and practice is available for supply staff, visitors and contractors.

- Employment policy and procedures are reviewed regularly to check conformity with legislation and the impact of policies is kept under regular review.

Promoting Equality: Countering and Challenging Harassment and Bullying

- The school counters and challenges all types of discriminatory behaviour and this is made clear to staff, pupils, parents and Governors.
- The school has a clear, agreed procedure for dealing with prejudice related bullying incidents and has a nominated member of staff responsible for recording and monitoring incidents.
- The school reports to Governors, parents and LA on an annual basis the number of prejudice related incidents recorded in the school.

Promoting Equality: Partnerships with Parents/Carers and the Wider Community

Our school aims to work in partnership with parents/carers.

We:

- Take action to ensure all parents/carers are encouraged to participate in the life of the school.
- Maintain good channels of communication to ensure parents' views are captured to inform practice.
- Encourage members of the local community to join in school activities and celebrations.
- Ensure that the parents/carers of all newly arrived pupils are made to feel welcome.

Responsibility for the Policy

In our school, all members of the school community have a responsibility for promoting equalities. The Governing Body has responsibility for ensuring that:

- The school complies with all equalities legislation relevant to the school community.
- The school's equalities policy is maintained and updated regularly; and that equality schemes are easily identifiable (these may be included within the School Improvement Plan, the school's Accessibility Plan or may be stand alone documents).
- The actions, procedures and strategies related to the policy are implemented.
- The designated Equalities Governor will have an overview, on behalf of the governing body, on all prejudice related incidents or incidents which are a breach of this policy and ensure that appropriate action is taken in relation to these incidents.

The Headteacher and Senior Leadership Team has responsibility for:

- In partnership with the Governing Body, providing leadership and vision in respect of equality.
- Overseeing the implementation of the equality policy and schemes.
- Co-ordinating the activities related to equality and evaluating impact.
- Encouraging all who enter the school to appreciate the ethos of the school.

- Ensuring that staff are aware of their responsibilities and are given relevant training and support.
- Taking appropriate action in response to any prejudice-related incidents.

All school staff have responsibility for:

- The implementation of the school's equalities policy and schemes.
- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping.
- Ensuring they do not discriminate on grounds of ethnicity and culture, disability, sexual orientation or other groups vulnerable to discrimination.
- Keeping up to date with equalities legislation.

Measuring the Impact of this Policy

The equalities policy and all other relevant policies will be evaluated and monitored for their equality impact on pupils, staff, parents and carers from the different groups that make up our school. The main findings from equality impact assessments will be published for the school community.