

# Hipsburn Primary School

## Equality Policy and Statement

June 2021



### **Hipsburn Mission Statement**

"The most valuable gift we can give a learner is to enable them to think for themselves, to care for others and thereby acquire a sense of self-worth and confidence which can be used to benefit both society and the individual."

## **RATIONALE**

The Governors and Staff at Hipsburn Primary School are committed to providing all pupils with a curriculum which provides equality of opportunity and freedom from discrimination. We are committed to overcoming sexist, racist and classist attitudes with an approach which seeks to raise consciousness and develop positive attitudes.

## **AIMS AND EXPECTATIONS**

At Hipsburn Primary School, we do not discriminate against anyone, be they staff or pupil, on the grounds of their sex, gender, race, colour, religion, nationality, ethnic or national origins. We promote the principles of fairness and justice for all through the education that we provide in our school. We promote the principles of fairness and justice for all through the education we provide and ensure that all pupils have equal access to the full range of educational opportunities provided by the school.

We constantly strive to remove any forms of indirect discrimination that may form barriers to learning. We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.

We challenge stereotyping and prejudice whenever it occurs. We celebrate the cultural diversity of our community and the wider community and show respect for all minority groups. We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

The Hipsburn Promise underpins our values and our positive behaviours and attitudes across the school.

The Hipsburn Promise

Everyone can:

- play and learn inside and outdoors
- develop lifelong skills to protect and care for the environment
- learn in an environment where everyone is respected and valued
- be rewarded for trying their best and helping others
- take part in celebrations and community events
- perform to a range of audiences
- eat lunch together, talk and play with friends
- participate in a wide range of clubs

- have their learning enriched through trips and visitors to school
- represent our school in competitions
- take part in Beach and Forest Schools
- experience a residential trip

## **EQUALITY AND THE LAW**

The Equality Act 2010 has replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. It also provides some changes that schools need to be aware of.

The Equality Act 2010 provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful. It simplifies the law by removing anomalies and inconsistencies that had developed over time in the existing legislation, and it extends the protection from discrimination in certain areas.

## **ANTI-RACISM**

It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident. A formal log is made of the incident and the following communications with the families involved and the outcome. These records are recorded and shared at governor meetings and these are minuted. Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. Every pupil, regardless of race, is expected, and encouraged, to reach their potential by all staff. The expectations are underpinned by our monitoring of the performance of all pupil groups to pinpoint and tackle underperformance.

We work to eliminate differences of outcome for groups with protected characteristics. We use PSHE and RSE curriculum units to promote equality and challenge discrimination.

## **GENDER EQUALITY**

We are committed to ensuring equal treatment of all our employees, pupils and visitors, regardless of gender. At Hipsburn Primary school, we will not tolerate harassment of people based on their gender or transgender status. Social relationships between boys and girls will be developed and encouraged so that there is a mutual respect and

understanding between both genders. This will often be explicit in PSHE lessons and implicit across the curriculum.

## **DISABILITY EQUALITY**

We are committed to ensuring equal treatment of all staff, pupils and visitors with any form of disability and we will ensure that disabled people are not treated less favourably in any procedures, practices and aspects of school life.

The Disability Equality in Education (DEE) recommends that all pupils with SEN and those with long term medical needs be treated as disabled for the purposes of the Act and for equality. This is in addition to all pupils with long term impairments, which have a significant impact on their day-to-day activities.

We recognise that disability is not caused by the individual(s), but by the physical, environmental and attitudinal barriers which exist in the education system and in society as a whole.

### **Our school will actively seek to:**

- promote equality of opportunity between disabled persons and other persons
- eliminate discrimination that is unlawful under the Act
- eliminate harassment of disabled persons that is related to their disabilities
- promote positive attitudes towards disabled persons (referring to specific PSHE / RSE units)
- encourage participation by disabled persons in public life
- take steps to take account of disabled persons' disabilities

Every pupil, regardless of ability/disability, is expected and encouraged to reach their potential by staff in school. These expectations are underpinned by our monitoring of the achievement of pupils, according to ability/disability to pinpoint and tackle underperformance.

## **THE RESPONSIBILITIES OF THE 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. The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities. The governors welcome all applications to join the school, whatever background or disability a child may have. The governing body ensures that no child is discriminated against whilst in our school on account of their sex, gender, religion or race.

## **THE RESPONSIBILITIES OF THE HEADTEACHER**

It is the Headteacher's role to implement the school's equality and diversity policy and the headteacher will be supported by the governing body in so doing.

It is the Headteacher's role to ensure that all staff are aware of the school policy on equality and diversity and that all adults apply these guidelines fairly in all situations.

The Headteacher ensures 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.

The Headteacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life.

The Headteacher treats all incidents of unfair treatment and any racist incidents with due seriousness.

## **REVIEW**

The governors review this policy annually. The governors may, however, review the policy earlier than this, if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved.