

Whittle-le-Woods CE Primary School Equality Policy



Mission Statement

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Our Christian family leads and encourages everyone to:

- * Flourish; soar in faith and talents
- * Serve others courageously
- * Be excited and curious to learn

We do this within our safe, happy, diverse and nurturing Christ centred environment ensuring 'all have life and have it to the full' John 10:10

At Whittle-le-Woods C.E. Primary School, we embrace the development of Christian Values embedded in Christian love.
We are God's Children doing God's work

This policy applies to all governors, staff, pupils, parents and visitors to the school, including all contractors.

1 Introduction

Our school's mission statement talks of valuing the individuality of all our children. We are committed to giving all our children every opportunity to achieve the highest of standards. Within this ethos of achievement, we do not tolerate bullying or harassment of any kind.

Pupils will be provided with the opportunity to experience, understand and celebrate diversity.

2 Aims of the equality policy

Our equality policy builds upon the Mission Statement, core values and ethos of the whole school community. We recognise our statutory duty to eliminate discrimination and promote equality and good relations in all that we do. This policy will be an integral part of our school life.

In our school we will:

- strive to eliminate all forms of discrimination;
- promote equality of opportunity;
- promote good relations between people of different groups.

We are required to:

- prepare a written policy on equality;
- monitor and assess the impact of all our policies, including this one, on pupils, staff and parents of different groups, paying particular attention to the impact of these policies on pupils' attainment levels.

3 Leadership, Management and Governance

The Governing Body is committed to promoting equality of opportunity, good relations and eliminating unlawful discrimination. The governors expect all staff, pupils and parents to support us in this work. We will monitor carefully the implementation of this policy and its related procedures and strategies in order to improve our practice. We will ensure that all our current policies are assessed for their impact on different groups. The governors will develop their knowledge and understanding of equality.

It will be the responsibility of the headteacher to ensure that this policy is successfully implemented and that all those who work in the school understand what they are to do and have appropriate training and support. The headteacher will ensure that appropriate action is taken in the event that this policy is not complied with. All staff have a responsibility for ensuring that the policy is implemented fully. The headteacher, as a member of the senior management team will have designated responsibility for ensuring equality. Responsibilities will include the monitoring and reporting of racist incidents to the governing body and the LA.

The governors expect that **all staff** will know how to recognise and deal with racist and other inequality incidents, and to challenge bias and stereotyping, both inside and outside the classroom. Teaching staff have a central role in promoting equality. The effectiveness of our policies will be judged by how successfully they encourage, support and enable all pupils to reach their full potential; by how they ensure that all groups have full access to the curriculum and by how they promote equality through teaching and learning, the curriculum and the quality of pastoral care and guidance.

4 How the school will fulfil its commitment to equality

Ethos

The school will fulfil its commitment to equality by

- valuing diversity and by actively promoting good inter-personal and community relationships.
- promoting an atmosphere of mutual respect and trust among all members of the school community.
- ensuring that all staff, pupils and parents are treated with respect and dignity.

Harassment

The school will fulfil its commitment to equality by dealing firmly, consistently and effectively with incidents, harassment and bullying that might occur in school or out of school time, face to face or on-line. We believe that members of our school community should feel respected at all times. The school will ensure that all such incidents are recorded, investigated and reported to the LA with reference to the 'Guidelines and Procedures for Dealing with and Reporting Racist Incidents in Schools'.

Curriculum/teaching and learning

The school will fulfil its commitment to equality by ensuring that the curriculum incorporates the principles of race equality and promotes knowledge and understanding of, and positive attitudes towards diversity.

- by ensuring access to the curriculum for all pupils to meet their individual needs.
- by ensuring that teachers' planning and delivery takes account of diversity and the need to challenge stereotypes.
- by creating learning environments where all pupils can contribute fully and feel valued.
- by ensuring that resources in all areas of the curriculum promote an understanding of diversity and that God created all people as unique individuals.
- by providing educational visits and extra-curricular activities that reflect all groups among our pupils

Achievement/attainment/assessment/progress

The school will fulfil its commitment to equality by having procedures to monitor attainment and achievement by group in order to identify and respond to any trends and patterns. The school will strive to maintain equally high expectations of all pupils.

Attendance

The school will fulfil its commitment to race equality by monitoring pupil attendance by group and by using the data to develop strategies to address poor attendance.

Behaviour/discipline/exclusion

The school will fulfil its commitment to equality by monitoring pupil behaviour and exclusions by group and by using the data to ensure that procedures are applied fairly and equitably to all pupils.

Staff recruitment and career development

The school will fulfil its commitment to equality by monitoring and evaluating employment practices and by reporting to the LEA to allow it to fulfil its specific duty, working with reference to Lancashire's Guidelines on Recruitment, Selection and Interviewing.

Community/parental consultation

The school will fulfil its commitment to equality by working in partnership with parents and the community to develop positive attitudes to diversity. Parental consultation will take place throughout the school through questionnaires, consultation and open door policy.

Membership of the governing body

The school will fulfil its commitment to equality by striving to ensure that membership of the governing body reflects the community it serves.

Professional development of all staff

The school will fulfil its commitment to equality by ensuring equality of access to professional development and training for all staff. Their training is linked to priorities within the school's strategic plan, and funding for this professional development is identified. This will be monitored by group and reported, as appropriate.

5 Implementation

The school's development/improvement planning process will be the main vehicle for implementing the policy. The process for implementation is as follows:

- disseminating this policy
- producing and disseminating an action plan
- building equality impact questions into all policy and planning processes
- professional development for all staff and governors
- ensure that all policies have due regard to the promotion of equality

The school will monitor the implementation of the policy and evaluate its impact on pupils, parents and staff by:

- collecting and analysing data and other information
- checking progress against the action plan
- consulting with parents and the school community
- reporting regularly to the timetable identified in the action plan

The school will review annually the results of the monitoring and evaluation it has undertaken. Data will not be published which in any way makes it possible for an individual to be identified.

Signature on behalf of Governing Body :

Date:

Signature of Headteacher:

Date:

Date of first review: