



**North
Primary School
and Nursery**

**Equalities
Policy**

1. Mission statement

At North Primary School and Nursery, we are committed to providing an inclusive learning community, which supports the academic, creative, moral and spiritual development of all our children. We believe that all children have an equal right to an education which meets their individual needs, helps them to develop their skills and understanding, and enables them to fulfill their potential.

This policy outlines our commitment to promoting equality for all pupils, staff, parents and carers participating in and receiving services from the school, irrespective of their ethnicity, gender, gender identity, sexual orientation, age, disability, faith or religion, socio-economic background or any other of the protected characteristics (Single Equalities Act 2010). We aim to develop a culture of inclusion and diversity in which all those connected to the school feel valued, safe and of equal worth and are able to participate fully in school life.

2. Monitoring and evaluation

We monitor and evaluate the impact of this policy on different pupil groups by gender, ethnicity (including black and minority ethnic, Gypsy, Roma and Traveller and EAL pupils), SEN and disability, looked-after children, and Free School Meals/Pupil Premium in the following recommended areas:

- Pupils' progress and attainment
- Learning and teaching
- Behaviour discipline and exclusions
- Attendance
- Admissions
- Incidents of prejudice-related bullying and all forms of bullying
- Participation in extra-curricular activities

We also monitor the effectiveness of this policy in relation to the protected characteristics under the Equalities Act 2010 with regard to:

- Staff recruitment, career progression and retention
- Parental involvement
- Visits and visitors

At North Primary School and Nursery, we are committed to advancing equality, challenging all forms of bullying and stereotypes and creating an inclusive environment based on respect, tolerance, empathy and dignity for all. Any data we collect will be used to further these objectives. We believe that diversity is an asset and strength, which should be respected and celebrated by all those who learn, teach and visit here.

3. Promoting equality

The school promotes equality in its day to day practice in the following ways.

Curriculum

We aim to provide all our pupils with the opportunity to succeed. To do this, we ensure that:

- There is equality of access for all pupils and teaching and classroom-based approaches are inclusive of all our pupils;
- All pupils are prepared for life in a diverse society;
- Pupils study global issues and the interdependence of the modern world;
- We use curriculum opportunities, images and materials that positively reflect the diversity of the school, local community and society;
- Based on the respect for diversity, we promote attitudes and values that challenge all forms of discriminatory behaviour, bias and prejudice wherever they occur;
- We provide opportunities for pupils to appreciate their own and others' cultures and identities;
- We seek to involve all parents in supporting their child's education;
- There will be opportunities within the classroom as well as the staffroom to explore concepts and issues relating to identity, equality, justice and all forms of discrimination and stereotyping.

Achievement

At North, we have consistently high expectations of all pupils regardless of their background and identity. To secure the best possible outcomes, we recognise that:

- Adults in the school provide good, positive role models in their approach to all issues of equality and diversity;
- The particular needs of individual pupils and groups of pupils are identified and targeted interventions are used to narrow any gaps in achievement;
- A range of teaching methods are 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.

Admissions, attendance and exclusions

Our admissions arrangements are fair and transparent, and do not discriminate on the basis of any of the protected characteristics or socio-economic factors. Pupil attendance is continually monitored by ethnicity, gender and SEN/disability and by family and community background.

We only use exclusions as a last resort and these will always be in line with our Behaviour Policy. At North, we ensure that all our procedures for monitoring behaviour are fair and equitable to pupils of all backgrounds. We closely monitor any pupil exclusions for any patterns and trends and take action as appropriate.

School ethos and culture

At North Primary School and Nursery we seek to create an inclusive and welcoming environment for all by promoting openness, tolerance, empathy and mutual respect. We recognise that those involved in the leadership of the school are particularly instrumental in demonstrating our school's ethos and values to all members of the school and wider community.

At our school we also ensure that:

- Reasonable adjustments will be made to enable equal access for pupils, staff and visitors with disabilities (including access to facilities and premises, teaching and learning, school information and activities);
- Provision is made to cater for the cultural, moral and spiritual needs of all children through planning of assemblies, classroom based and off-site activities;
- Pupils' views are actively encouraged and respected, including through the School Council;
- Positive role models are used throughout the school so that different groups of pupils feel welcomed and included.

Staff recruitment, retention and professional development

We are committed to the implementation of policies and procedures which benefit all employees and potential employees regardless of their identity and background in all aspects of recruitment, promotion and professional development.

In particular, we recognise that:

- All posts are advertised formally and are open to the widest pool of applicants;
- All those involved in the selection of candidates and recruitment are trained and aware of what they should do to ensure equality of opportunity;
- Steps are taken to encourage under-represented groups to apply for positions at all levels in the school in order to fairly reflect the communities we serve;
- The composition of staff, applications for employment and training and access to opportunities for professional development is monitored on equality grounds;
- All staff inductions cover the school's equalities policy and practice;
- All supply staff and contractors are made aware of the equalities policy and practice;
- Employment policy and procedures are reviewed regularly to ensure conformity with legislation and the impact of policies are kept under regular review.

Countering and challenging harassment and bullying

We counter and challenge all types of discriminatory behaviour and bullying in our school. To do this effectively:

- Procedures are in place for recording, investigating, reporting and dealing with any prejudice-related incidents and bullying and all forms of harassment and discrimination;
- Pupils, parents, carers and staff are all made aware of the procedures for dealing with any prejudice-related incidents and all forms of bullying and harassment;
- All staff are trained and supported in dealing firmly, consistently and effectively with any prejudice-related incidents and all forms of bullying and harassment;

Discriminatory behaviour includes:

- Physical assault against a person or group because of any or a combination of their protected characteristics, such as ethnicity, gender, gender identity, sexual orientation, age, disability, religion/belief or pregnancy/maternity;
- The use of derogatory names, insults and jokes;
- Verbal abuse and threats;
- Prejudice-related graffiti;
- Bringing discriminatory materials into school;
- Incitement of others to discriminate or bully on the grounds of any or a combination of a person's protected characteristics;
- Ridiculing a person or a group for their identity and/or cultural difference;
- Refusing to cooperate with other people on the grounds of prejudice and stereotyping.

Working with parents/carers and the wider community

North Primary School and Nursery aims to work in partnership with parents and carers and the wider community. We:

- Take action to encourage the involvement and participation of all parents and carers in the life of the school;
- Maintain good channels of communication; e.g. through the North School Association (NSA), regular parent consultation events, parent newsletters and surveys, and parent governors;
- Ensure that information and materials for parent and carers are fully accessible and in user-friendly language, including in languages and formats other than English as appropriate;
- Encourage members of the local community to join in school activities and celebrations;
- Ensure that parents/carers of newly arrived pupils from abroad, within the UK and other schools, including EAL, Gypsy, Roma and Traveller pupils or pupils with disabilities, are made to feel welcome.

Responsibility for promoting equality for all

In our school, all members of the school community have a responsibility for promoting equality for all. In particular,

The Governing Body has a 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 action plans and objectives are easily identifiable (e.g. within the School Improvement Plan, the school's Accessibility Plan or as stand alone documents);
- Any actions, procedures, strategies and objectives related to the policy are implemented;
- A designated governor monitors, on behalf of the governing body, all prejudice-related incidents or any incidents in breach of this policy, and ensures that appropriate action is taken in relation to these incidents.

The Headteacher and Senior Leadership team have responsibility for:

- Providing leadership and vision, in partnership with the governing body, in regards to the promotion of equality;
- Overseeing the implementation of this policy and any actions related to it;
- Co-ordinating the activities related to the promotion of equality and evaluating their impact;
- Ensuring that all who enter the school are aware of, and comply with, the equalities policy;
- 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, action plans and objectives;
- Promoting an inclusive and collaborative ethos in their classroom;
- Dealing with prejudice-related incidents and incidents of discrimination and harassment, and knowing how to identify and challenge bias and stereotyping;
- Ensuring they do not discriminate on grounds of any of the protected characteristics, including ethnicity, gender, gender identity, disability, sexual orientation, age, religion/belief, and pregnancy or maternity as appropriate, and socio-economic background;
- Keeping up to date with equalities legislation.

This policy was:

discussed by the Personnel Committee on	27.03.2012
adopted by the Governing Body on	18.06.2012
reviewed by the Curriculum Committee on	23.01.2017
ratified by the Full Governing Body on	23.02.2017