



## **BIDSTON AVENUE PRIMARY SCHOOL**

### **EQUALITY POLICY** **September 2022**

Approved by the Governing Body of Bidston Avenue Primary School

Autumn 2022

Signed: \_\_\_\_\_

CLlr George Davies (Chair of Governors)

## Bidston Avenue Primary School – Achieving Together



### Our Vision:

Every child will leave as a **reader** who **thinks** critically and has the **resilience** for the world's challenges.



### Our Mission:

Bidston Avenue Primary School delivers a **world class curriculum**.

It is accessible, inspiring and ambitious, so that every child is equipped to make a positive contribution.



### Evidence Tells Us:

Reading ability is the best predictor of future educational achievement and future success.

Tomorrow's jobs require **thinking** and problem solving abilities.

(OECD)

Children who are **resilient** flourish in all environments.

We value: *friendship* / **RESPECT** / *equality* / *determination* / *inspiration* / *courage* / *excellence*

### Intent

At Bidston Avenue Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, religion or belief, sexual orientation, gender reassignment or maternity and pregnancy.

We believe that the Equality Act 2010 provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering positive attitudes and relationships between people.

Bidston Avenue Primary School aims to promote pupils' spiritual, moral, social and cultural development, with a special emphasis on promoting equality, 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. 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.

### Our approach to equality is based on 7 key principles

1. All learners and their families are of equal value. Regardless of their race, gender, disability, religion/belief, sexual orientation or age. Everyone is equal.
2. We recognise, respect and value difference and understand that diversity is a strength. We take account of differences and strive to remove barriers and disadvantages which people may face, in relation to disability, ethnicity, gender, religion, belief or faith and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.
3. We foster positive attitudes and relationships. We actively promote positive attitudes and mutual respect between groups and communities different from each other.
4. We foster a shared sense of cohesion and belonging. We want all members of our school community to feel a sense of belonging within the school and wider community to feel that they are respected and able to participate fully in school life.
5. We observe good equalities practice for all of our staff. We ensure that policies and procedures benefit all employees in all aspects of their work, including recruitment and continuing professional development.
6. We have the highest expectations of all our children. We expect that all pupils can make good progress and achieve to their highest potential.
7. We work to raise standards for all pupils, but especially the most vulnerable. We believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school.

This policy will put into place our school's commitment to eliminating discrimination, unlawful discrimination and victimisation within the school community and workforce as well as increasing understanding and appreciation for diversity.

### **Legislation**

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Equality Act 2010
- The Equality Act 2010 (Specific Duties) Regulations 2011
- UN Convention on the Rights of the Child
- UN Convention of the Rights of Persons with Disabilities
- Human Rights Act 1998
- The Special Educational Needs and Disability Regulations 2014
- Education and Inspections Act 2006

**This policy also has due regard and links to our:**

- School Improvement Plan
- SEND Policy
- Behaviour Policy

**The Equality Act 2010 provides a modern, single legal framework with three broad duties:**

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

Bidston Avenue Primary School fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities.

**Protected characteristics, under the Equality Act, are as follows:**

- Age
- Disability
- Race, colour, nationality or ethnicity
- Sex (including transgender)
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual Orientation
- Marriage and civil partnership (employees)

**The Equality Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil:**

- In relation to admissions
- In the way in provides education for pupils
- In the way it provides pupils access to any benefit, facility or service
- By excluding a pupil or subjecting them to any other detriment
  
- The responsible body for the school is the Governing Body.

### **Aims**

- We see all learners and potential learners, and their parents and carers, as of equal value, regardless of their race, gender, disability, religion/belief, sexual orientation or age.
- Our policies, procedures and activities will not discriminate but must nevertheless take account of differences of background, life-experiences and outlook, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.
- Bidston Avenue Primary School will promote race equality and have due regard to eliminating unlawful racial discrimination, promoting equality of opportunity and good relations between people of different racial groups.
- Bidston Avenue Primary School will promote disability equality throughout the school, ensuring the equality of opportunity, eliminating unlawful discrimination, eliminating disability related harassment and encouraging participation by disabled people in public life.

- Bidston Avenue Primary School will promote gender equality by eliminating unlawful discrimination and harassment, and promote the equality of opportunity between men, women, girls and boys.
- Transgender people are explicitly covered by the Gender Equality Duty. For the purposes of this policy, the term 'transgender' refers to an individual whose gender expression or identity is different from that traditionally associated with the sex they were assigned at birth. Bidston Avenue Primary School will respect the confidentiality of those seeking gender reassignment and will provide a supportive environment within school and social community.
- Bidston Avenue Primary School is opposed to all forms of prejudice and recognises that children and young people who experience any form of prejudice-related discrimination may fare less well in the education system.
- Bidston Avenue Primary School will ensure that all staff and visitors comply with the appropriate equality legislation and regulations.
- The school's Admission Policy will not discriminate in any way.

### **The school will:**

- Ensure all staff are aware of their responsibilities, are given necessary training and support, and report progress annually to the governing body.
- Ensure that recording and reporting of equality and diversity is sufficiently scrutinised.
- Foster positive attitudes and relationships, a shared sense of cohesion and belonging, and ensure this is promoted in our policies, procedures and activities.
- Observe good equalities practice in staff recruitment, retention and development, and ensure that all policies and procedures benefit all employees and potential employees regardless of any protected characteristic, and with full respect for legal rights relating to pregnancy and maternity.
- Reduce and remove inequalities and barriers that already exist.
- Ensure that policies, procedures and activities benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in the public life of everyone, regardless of any protected characteristic.
- Ensure staff promote an inclusive and collaborative ethos in the school, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, and showing appropriate support for all pupils with additional needs, maintaining a good level of awareness of issues surrounding equalities, and record any significant breaches of this policy.

### **Equality Objectives**

Bidston Avenue Primary School is committed to promoting the welfare and equality of all its staff, pupils and other members of the school community. To achieve this, our school has established the following objectives:

- Monitor changes to the curriculum to ensure that they result in good outcomes for pupils in all vulnerable groups.
- To develop pupil knowledge of equality and diversity by weaving it through our school ethos and practices, especially our RRSA work.
- Ensure all pupils are given the opportunity to make a contribution to the life of the school e.g. through School Council, sports teams, fundraising etc. no matter who they are.
- Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities.

These objectives will be carefully monitored and evaluated through a graduated approach of assess, plan, do, review to ensure that our objectives are appropriate for our children, school and community.

### **Curriculum**

- All pupils will be entitled to access a broad and balanced curriculum and to teaching and learning opportunities which meet their needs.
- When planning the curriculum, the school will take every opportunity to promote and advance equality.
- The curriculum will build on pupils' starting points and is taught in a way which ensures the inclusion of all children.
- Each area of the curriculum is planned to incorporate the principles of equality and to promote positive attitudes to diversity. All subjects contribute to the spiritual, moral, social, and cultural development of all pupils.

- The content of the curriculum reflects and values diversity. It encourages pupils to explore bias and to challenge prejudice and stereotypes.
- Extra-curricular activities and special events cater for the interests and capabilities of all pupils.

### **Roles and Responsibilities**

The governing body will:

- Ensure that school complies with the appropriate equality legislation and regulations.
- Meet its obligations to publish equality objectives every 4 years.
- Ensure that the school's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the school's Admissions Policy does not discriminate in any way.
- Ensure that the recording and reporting of equality and diversity data is sufficiently scrutinised.
- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the governing body.
- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place to enforce this policy.

**The Headteacher will:**

- Implement this policy and its procedures.
- Ensure that all staff members receive appropriate equality and diversity trainings as part of their continuous professional development.
- Ensure that a parents or carers, visitors and contractors are aware of, and comply with, the provisions of this policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance.
- Report annually to the governing body on the implementation of this policy.

**Employees will:**

- Be mindful of incidences of harassment or bullying in the school.
- Address any minor issues of harassment or bullying in the school and report any potentially significant breaches of the policy to the headteacher.
- Identify and challenge bias and stereotyping within the curriculum and the school's culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor pupils' progress and academic needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending the appropriate training.

**Pupils will:**

- Not discriminate or harass any other pupil or member of staff.
- Actively encourage equality and diversity in the school by contributing their cultural experiences and values.
- Report any incidences of bullying or harassment, whether to themselves or to others, to their class teacher or to another member of the school staff.
- Abide by all the school's equality and diversity policies, procedures and codes.

### **Promoting Equality**

In order to meet our objectives, the school has identified the following priorities:

- Staff will ensure that all pupils are able to take part in extra-curricular activities, school trips and residentials, and the school will monitor uptake of these visits to ensure that no-one is disadvantaged on the grounds of a protected characteristic.
- Bidston Avenue Primary School will ensure that all forms of prejudice-motivated bullying is taken seriously and dealt with equally and firmly.
- Our teaching and learning will be adapted to meet the abilities and learning styles of all pupils.
- There will be a clearly defined disciplinary system stipulated in the Behaviour Policy, which will be consistently enforced.
- The school will ensure, as far as possible, full access for children with disabilities to the school curriculum and will take necessary steps to meet pupils' needs by using a variety of approaches and planning reasonable adjustments for children with disabilities, enabling our pupils to take as full a part as possible in the activities of the school.
- The school will ensure there is adequate access to the school for everyone.

- The school will ensure that written information is provided in an appropriate way for those who need it.
- The school will seek the views of advisory staff, outside agencies and local schools, where necessary.
- Throughout the year, the school will plan on-going events to raise awareness of equality and diversity. This will be linked with our RRSA agenda.
- The school will consult with stakeholders, i.e. pupils, parents/carers, staff and relevant community groups, as required, to ensure our equality objectives meet every pupil's needs.
- Bullying and prejudice will be carefully monitored and dealt with accordingly. Regular training will be given to staff to ensure that they are aware of the process of reporting and following up incidents of prejudice-related bullying.

### **Addressing prejudice related incidents**

- Bidston Avenue Primary School is opposed to all forms of prejudice and we recognise that pupils and staff who experience any form of prejudice related discrimination may fair less well in the education system or workplace.
- The school will ensure that pupils and staff are aware of the impact of prejudice in order to prevent any incidents from occurring.
- If incidents continue to occur, the school will address them immediately and report them to the Local Authority.

### **Dealing with Complaints**

- Bidston Avenue Primary School aims to resolve all complaints at the earliest possible stage and is dedicated to continuing to provide the highest quality of education possible.
- Any person is able to make a complaint about the provision of facilities or services that the school provides. Bidston Avenue Primary School will adhere to the School Complaints Procedure Policy to ensure a straightforward, impartial, non-adversarial process, that allows a full and fair investigation, respects confidentiality and delivers an effective response and, appropriate redress.
- Staff members have the right to appeal against a decision on the impact on themselves of the failure of the school to adhere to any aspect of this policy, using Bidston Avenue's Grievance Policy.

### **Monitoring and Review**

The headteacher or Senior Leader will update this policy annually, to ensure that all procedures are up-to-date.

The policy will be monitored and evaluated by the headteacher and governing body in the following ways:

- Individual attainment data
- Equal opportunities recruitment data
- Ofsted inspection judgements on equality and diversity
- Incident records related to harassment and bullying

Any changes to this policy will be communicated to all members of staff.

This policy will be reviewed annually to ensure compliance with the latest legislation and guidance and to ensure it continues to meet the need of pupils, staff, parents/carers and the wider community.

Policy drafted by: Mrs Danielle Smith (Assistant Head/SENDCo) Spring Term 2022

Approved by Governors: Autumn 2022

Review Date: Autumn term 2025