



Thorpe Primary School Equality Policy

At Thorpe Primary School we are committed to providing an inclusive, caring, friendly and safe environment for all of our pupils. We believe every pupil should be able to participate in all school activities in an enjoyable and secure environment and be protected from harm. We believe that everyone has the right to be treated with dignity and respect and are opposed to direct or indirect discrimination against individuals or groups. Each person in our school is given fair and equal opportunities to develop their full potential with positive regard to gender, ethnicity, cultural and religious background, sexuality and disability.

Thorpe Primary School is a Stonewall School Champion and we follow the Stonewall principles of fairness, respect and equality. We are committed to tackling homophobic, biophobic and transphobic bullying, making school a place where everyone is accepted and celebrating diversity.

This Single Equality Policy summarises the school's approach in ensuring equality for all.

This policy reflects the Single Equality Act 2010. 2010 which replaced previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975. The Single Equality Act combines the existing three duties into one new Equality Duty that covers all seven of the equality strands: age, disability, gender, gender identity, race, religion or belief and sexual orientation.

Objectives

- To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
- To advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
- To promote a positive self-image, encouraging children to believe in themselves through creating an atmosphere that celebrates diversity and difference.
- To challenge discrimination, stereotyping, misconceptions and prejudice
- To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs.
- To recognize and celebrate diversity within our community whilst promoting community cohesion.
- To ensure that pupils and parents are fully involved in the provision made by the school.
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- To help children build relationships based on mutual care, respect and understanding.
- To ensure that all persons entering the school will feel a sense of belonging and confidence.
- To encourage participation in all aspects of school life from all areas of our wider community.

Responsibilities for the policy and procedure

The role of the Governing Body

- Ensure that the school complies with equality-related legislation
- Ensure that the policy and its procedures are implemented by the Headteacher
- Ensure that all the school's policies promote equality
- Give due regard to the Public sector Equality Duty when making decisions

The role of the Headteacher and Senior Leadership Team

- Implement the policy and its related procedures.
- Make all staff aware of the school policy on equal opportunities and their responsibilities, and provide training as appropriate to enable them to effectively deliver this policy.
- Take appropriate action in any case of actual or potential discrimination.
- Ensure that all recruitment panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.
- Ensure that all staff and pupils are aware of the process for reporting and following up bullying and prejudice related incidents.

The role of School Personnel

- Enact this policy, its commitments and procedures, and their responsibilities associated with this policy.
- Deal with bullying and discriminatory incidents and know how to identify and challenge prejudice and stereotyping.
- Promote quality and good relations and not discriminate on any grounds
- Be models of equal opportunities through their words and actions

The role of pupils

- Be aware of and comply with this policy
- Recognise that they have a role and responsibility to promote equality, inclusion and good community relations

Curriculum and Learning

Thorpe Primary School ensures that each child has equal access to all areas of the curriculum. Our curriculum will reflect the fact that British society is multi-ethnic and culturally and socially diverse. Planning reflects our commitment to equality and cross curricular themes promote positive attitudes to equality and diversity. Pupils will have opportunities to explore concepts and issues relating to identity and equality.

Teaching methods and styles will take account of the different needs of all pupils. Work and tasks will be matched to learners' ability ensuring that every child succeeds and reaches their potential.

We aim to ensure that resources reflect the reality of an ethnically, culturally and sexually diverse society, a variety of viewpoints, show positive images of males and females in society and include non-stereotypical images of all groups in a global context.

Pupils of both genders participate equally in all sporting activities and all extra-curricular and after-school clubs and activities are open to pupils of both genders.

Religious Observance

We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice.

Recruitment

We are an equal opportunities employer and we adhere to the principles of equal opportunity in all aspects of the recruitment process. We welcome applications from appropriately qualified people regardless of age, disability, marriage, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Complaints

The complaints procedure will be used to deal with any discriminatory complaint from any member of the school personnel or families. Any case of harassment will be dealt with by the school's disciplinary procedure.

Monitoring and Review

This policy and its effectiveness will be reviewed every four years, but also when the need arises by the Governing body.

Policy updated – October 2018

Policy renewal due – October 2022