

# Werrington Werrington Primary School

## Equality Policy (Pupils)

### Editions and Revisions

Updated January 2017 Resources Govs/FGB Feb 17	Next Update January 2019

## **Introduction**

At Werrington Primary School we will treat everyone fairly, regardless of age, disability, gender, gender identity, race, religion or belief, pregnancy, marriage or civil partnership and sexual orientation (Protected Characteristics).

We believe in celebrating difference and meeting different needs so that all members of our school community are free to live, learn and achieve their potential.

This policy reflects the Single Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975.

## **Description**

Equality is about fairness and equality of opportunity and advancing equality of opportunity involves treating people differently. People should not be treated the same. Some people may need extra help or adjustments to be part of the school community; this includes teachers, administration, cleaning or catering staff employed at the school as well as pupils/ students, parents and school governors. Under the general duty schools must exercise 'due regard' in respect of each of the eight protected characteristics (excluding marriage and civil partnership) to:-

1. Eliminate unlawful discrimination and harassment
2. Advance equality of opportunity
3. Foster good relations between different groups

**We also aim to:**

- maintain and promote a working partnership between the school, parents and community which fosters respect, honesty, truth, co-operation and tolerance.
- help the children understand the world in which they live, have mutual respect for the values of others and work together as a team.
- to ensure that everyone, whatever their needs and capabilities, is included and catered for.
- to value each individual and recognise and respond to the needs of all children.

We do not tolerate discrimination against individuals or groups and it is the duty of all school staff to challenge discrimination and follow school procedures to report it.

This policy sets out Werrington Primary School's commitment to promoting equality.

**We do this by:**

- Making appropriate changes to teaching resources and methods to allow access for all.
- Supporting children's emotional needs through Learning Mentor time and promoting a caring ethos. We also have worry boxes in each classroom where children can post worries if they would prefer not to approach an adult to discuss them.
- Providing a curriculum, which promotes positive understanding of different characteristics, recognises the contribution that individuals and groups with protected characteristics make to society, and challenges stereotyping and discrimination.
- Exposing children to experiences that promote understanding of the wider community both locally and worldwide. (For example visits to places of worship and singing in residential care homes for the elderly at Christmas, celebrating festivals, sponsoring a child in Myanmar and learning about life in different places.)
- We strive to achieve a cohesive community and expect that children respect one another and behave with respect to one another, and that their parents feel fully engaged in the school.

## **Breaches of Policy**

### **Adults**

Werrington Primary School views any form of discrimination as a serious act of misconduct. Any allegation of a breach in the policy will be investigated by the Head teacher or where appropriate the governing body. This may lead to disciplinary or other appropriate action being taken. Please also see the school Whistleblowing Policy and Code of Conduct for all Adults in relation to this point.

### **Children**

All incidents where a child behaves in a discriminatory manner in an incident related to any of the protected characteristics must be reported to the SLT promptly. This should be done using the school Bullying Policy, which can be found as an Appendices to the Anti-Bullying and Harassment Policy. The fact that the incident involved a protected characteristic should be clearly noted on this form. In addition, class teachers should be made aware of the incident so that they can log this on G2.

### **Monitoring and review**

Werrington Primary School has specific duties under the Equality Act (2010) to publish information about the diversity of our school community and the work we are doing to promote equality. This information can be found on our School Website. We will review this information annually.

This policy will be reviewed at least every 3 years, or sooner if the need arises.

### **Complaints**

Werrington Primary School takes seriously all complaints; where a complaint is related to equality/diversity issues, the school procedure for dealing with complaints will apply. This procedure will be made accessible through the school website or will be made available in an alternative format as requested. Complaints should be made to the Head teacher or the Chair of Governors.