

St Michael's Church of England Primary School



Equality Policy

Our Vision

Whoever you are, wherever you're from, whatever you believe, we welcome you into our loving, learning community. This is a place that nurtures everyone with the wisdom and resilience to face all that life brings. Each and every person has the opportunity to flourish here and achieve their God-given potential.

Objectives

- To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities . We aim to meet this objective with particular reference to issues of equality and diversity.
- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.
- To model teaching and learning behaviours that avoid labelling.
- To promote cultural development and understanding through a rich range of experience, both in and beyond the school.
- To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010.
- To tackle prejudice and promote understanding in relation to people with disabilities.

Aims

At St Michael's CEP School

- We do not discriminate against anyone, staff or pupil, on the grounds of the following protected characteristics:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race
 - religion or belief
 - sex
 - sexual orientation.

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Adopted by the Governing Body 14.11.18

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St Michael's Church of England Primary School, Tenterden

This is in line with the Equality Act 2010 and covers both direct and indirect discrimination.

- We promote the principles of fairness and justice for all through the education that we provide.
- We ensure that all pupils have equal access to the full range of educational opportunities provided.
- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- We challenge stereotyping and prejudice whenever it occurs.
- We celebrate the cultural diversity of our community and show respect for all minority groups.
- We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

Anti-racism

- It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident.
- We endeavour to make our school welcoming to all minority groups. We promote an understanding of different cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school.
- Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. For example, in the religious education curriculum topic on religious festivals, the children study the importance of Diwali to Hindus and Sikhs.
- Should anyone at our school be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have. We will follow county procedures regarding the recording of incidents; including victims, perpetrators and actions.

The role of governors

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- The governing body has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the school community are treated fairly and with equality.
- The governing body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities.
- The governors welcome all applications to join the school, whatever background or disability a child may have.

The role of the headteacher

- It is the headteacher's role to implement the school's equal opportunities policy and they are supported by the governing body in so doing.
- It is the headteacher's role to ensure that all staff are aware of the school policy on equal opportunities, and that the teachers apply these guidelines fairly in all situations.

The role of the class teacher

- The class teacher ensures that all pupils are treated fairly, equally and with respect.
- We do not discriminate against any child.
- When selecting classroom material, teachers pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.

Monitoring and review

It is the responsibility of our governing body to monitor the effectiveness of this Equal Opportunities policy. The governing body does this by:

- Monitoring the progress of pupils of minority groups and comparing it with the progress made by other pupils in the school;
- Monitoring the staff appointment process, so that no-one applying for a post at this School is discriminated against;

- Taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils