

Ringland Primary School – Equality Policy

Compassion, Curiosity, Courage

Ringland Primary School

Equalities Policy

Article 3

Everyone who works with children should always do what is best for each child.



‘Compassion, Curiosity and Courage’

Policy Written	March 2023
Initial Review Date	March 2024
Review Date	March 2025

Article 23

Your right to special care and support if you have a disability so that you can lead a full and independent life.

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What are the school's responsibilities?

All schools must have effective approaches in place to deal with incidents of prejudice, bullying and harassment (in relation to the Equality Act 2010)

Our values here at Ringland Primary School are to promote pupils' spiritual, moral, social, and cultural development. In addition to this we place 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.

Introduction Purpose:

The purpose of this policy is to:

- establish and implement good practice in equalities across all areas of school life
- eliminate unlawful discrimination, promote equality and good relations between members of the school community and visitors to the school.

Summary Statement

Ringland primary School is committed to promoting equality and fostering respect for people irrespective of sexual orientation, gender, race, faith, disability, age, or language. The school values and encourages involvement of people from all sections of the local community. The school is opposed to all forms of prejudice and discrimination. Language or behaviour that is homophobic, sexist, racist, offensive to the disabled and prejudicial language that is potentially damaging to any person or group will not be tolerated and will be challenged. The school recognises that British and Welsh society, and the school itself, is made up of people from many different backgrounds. It is important that all pupils, staff, and visitors to the school can enjoy life in such a diverse society.

The aims of Ringland Primary School

- Be proactive in tackling and eliminating discrimination
- To meet the diverse needs of pupils and prepare all pupils for life in a diverse society
- To make the school a place where pupils, staff and visitors feel welcome and valued
- To create a learning community where everyone works together in a supportive environment of mutual care, respect, and consideration for each other

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- To provide an inclusive curriculum which equips children with the essential tools for lifelong learning
- ensure that equality of opportunity is an integral part of planning and decision-making across all areas of the school
- To have high expectations for all children and to support and challenge them in order to fulfil their full potential and ensure that all pupils achieve their best
- To provide a nurturing ethos for our children to mature socially and emotionally in our Multi-ethnic society in Wales and the Wider world
- To protect the rights of all pupils, staff, parents, governors, and visitors to the school
- To be committed to Equality of opportunities for all
- To respect and value differences between people and promote good relations between everyone within the school and the wider community
- To comply with and uphold the spirit of all relevant legislation – see legislation summary document.

Procedures:

Leadership, Management and Governance

Commitment

The governing body and the school's senior leadership team will work in partnership with others to be proactive in promoting equality of opportunity, tackling discrimination and in promoting good relations. They will encourage, support, and enable all pupils and staff to reach the highest standards.

Governing Body

The governing body is responsible for ensuring that the school fulfils its legal responsibilities including those arising from relevant legislation. With assistance from the head teacher, the governing body will ensure that the policy and its related procedures and strategies, are implemented. The Governing Body Ringland Primary School – Equalities Policy 4 includes equal opportunities issues as regular items on the agenda of Governing Body meetings and has a governor with responsibility for equalities Mrs Laura Lacey

Head teacher

The head teacher is responsible, with the governing body, for ensuring that the Equalities Policy and its related procedures and strategies are implemented. The head teacher ensures that all staff are aware of their responsibilities under the policy and that they are given appropriate training and support to enable them to fulfil these responsibilities. The head teacher will take disciplinary action against staff or pupils who are found to have discriminated on homophobic, disability, gender, religious or racial grounds.

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People with specific responsibilities

The named persons with responsibility for dealing with reported incidents of racial discrimination are the Head teacher Lisa Bowden and the Equalities Leader Dawn Robertson. The named persons ensure that all reported racist incidents are recorded in a register and that Racist Incident Report forms are completed using SIMS and sent on to the LA (Local Authority) (GEMS (Gwent Education Minority Ethnic Service)). The Equalities Leader ensures that the school regularly reviews and evaluates all policies and practices in relation to equalities; leading to the setting of targets which promote equality and address apparent aspects of inequality or disadvantage in all the school's activities.

All teaching and non-teaching staff

All school staff have a responsibility to comply with this policy and to keep themselves up to date with relevant legislation, including attending appropriate training and information events. The school aims to give staff regular training to deal with equalities and to promote familiarity with the Equalities Policy to identify and challenge racial and other forms of bias and stereotyping. All staff have a role to play in the equalities self-evaluation process.

Teaching staff and Teaching Assistants

Teaching staff and Teaching Assistants ensure that all pupils can have full access to the curriculum and are included in all activities. Through their teaching and relations with pupils, parents, staff and the wider community, staff promote equality of opportunity and understanding of diversity.

Visitors and contractors working on site

Every effort is made to ensure that all visitors are made aware of the school's policies on equal opportunities, race equality and racial harassment. All contractors are required to commit to adhering to these policies during initial contract negotiations

Breaches of policy

Complaints about the non-compliance with this policy are dealt with in accordance with the school's Complaints Procedure. Specific incidents of racial discrimination, harassment or victimisation involving members of staff are dealt with in accordance with the school's Grievance Procedures.

Equality vision and equality objectives

The Equality act 2010 requires all schools to have equality objectives in place by 2012. These objectives cover the following protective characteristics:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.

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- Pregnancy or maternity.
- Race, colour, nationality, ethnic or national origin.
- Religion or belief.
- Sex or sexual orientation.
- The Welsh language in Wales

Ringland primary School Promoting equality and eliminating discrimination across areas of school activity

- For everyone to be treated fairly, regardless of gender, race, religion, culture, skin colour, sexual orientation, or socio-economic background
- We are committed to ensuring equality of education and opportunity for all stakeholders irrespective of race, gender, disability, religious belief, sexual orientation, or socio-economic background
- For everyone to be treated with respect, having regard for their rights and wishes
- For children to receive extra support when needed so that they have the same chances
- To increase levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement
- Admissions Pupils' gender and information about all pupils' ethnicity, home language, religion and dietary requirements is collected through admission forms and entered on the school database.

Attendance

Here at Ringland we expect good attendance of all pupils and work together with staff, pupils, parents, GEMS, and the Education Welfare Service to ensure that high levels of attendance are maintained. The school has a well-established procedure for dealing with absences. Unexplained absences will be followed up with telephone calls and, in more serious cases, home visits and the involvement of the Education Welfare Service. Staff who follow up absences are aware of and sensitive to relevant cultural and religious issues. We recognise pupils' rights to take time off for religious observance and make provision for pupils on extended leave by advising parents on support material to take with them. The taking of extended leave is discouraged.

Attainment and Progress

Our aim is to ensure that all pupils achieve to the highest standards. We value many forms of personal and academic achievement. We monitor individual pupils' attainment and progress and make use of ethnic monitoring to identify any differences between the performances of ethnic groups. We aim to address disparities through planned and targeted support. We aim to ensure all pupils are aware of the commitment of the school to equality of opportunity and that pupils and their families are aware of staff they can turn to in the event of issues regarding sexual orientation, race, gender, disabilities, or religion.

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Assessment

We aim to ensure that all pupils are appropriately supported in assessments, and that minority ethnic pupils, those for whom English is an additional language, traveller and refugee and asylum seeker children are not disadvantaged through cultural and linguistic bias or lack of support.

The school is committed to taking all reasonable steps to ensure that the curriculum and extra-curricular activities are available to all. In particular, the school aims to ensure that disabled pupils and visitors have full access to all appropriate areas of the school and school activities.

Special Educational Needs

We aim to make sure that accurate assessments of special educational needs are made for minority ethnic pupils, those for whom English is an additional language, traveller and refugee and asylum seeker children. We aim to ensure that all pupils with special educational needs receive appropriate support.

Discrimination and Harassment

At Ringland primary school we are opposed to all forms of homophobic, sexist, and racial prejudice, harassment, and discrimination. We are similarly opposed to discrimination and harassment on the grounds of disabilities of any kind. The use of associated language or behaviour is not tolerated and will be challenged. All incidents are dealt with in accordance with the school's disciplinary procedures and, where appropriate, LA guidelines on dealing with Racist Incidents. Incidents involving staff as alleged perpetrators are dealt with in accordance with the school's Discipline or Grievance procedures. The schoolwork's closely with the LA to address racism within the school.

Celebrating and catering for diversity

We take every care to ensure the specific cultural and religious needs of all groups are addressed in school. Advice is sought on catering for the dietary and dress requirements of different ethnic and religious groups. The school enables pupils to observe festivals and other events relevant to their faith and actively encourages all pupils to understand and respect such festivals and events.

Preparation for life in a multi-ethnic society

We encourage all pupils to understand, respect and value peoples, cultures, and faiths with which they are unfamiliar and foster a positive atmosphere of mutual respect and trust. We actively promote good personal and community relations to prepare all pupils for life in a diverse and multi-ethnic society.

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Support for EAL (English as an Additional Language) (English as an Additional Language) and traveller pupils

We endeavour to provide appropriate support for pupils for whom English is an additional language and traveller pupils and encourage them to use and develop their home languages, where possible.

Teaching and Learning

Article 12: You have the right to say what you think should happen and be listened to

We take positive steps to ensure that all pupils can participate and feel that their contributions are valued. All teachers are aware of their pupils' cultural backgrounds and linguistic needs and teach about different cultural traditions with sensitivity. We encourage pupils of all backgrounds to work together with cooperation and understanding, learning from each other's varied experiences. Our teaching seeks to challenge prejudice and stereotypes, and we try to foster pupils' critical awareness of bias, inequality, and injustice to help them identify and challenge discrimination and racism.

Promoting cultural diversity through the curriculum

We have as an aim the recognition and understanding of cultural diversity in all curriculum areas; through teaching a balance of positive, culturally diverse content. Principles of equality and respect for people of different sexual orientation, gender, physical and intellectual ability and of different racial and ethnic groups are present throughout the curriculum and pupils are given opportunities to explore issues of identity and equality in the appropriate curriculum areas. We evaluate the appropriateness of the curriculum for pupils of all groups and, have as an aim, where appropriate, to monitor its effectiveness in promoting understanding of diversity.

Partnerships with Parents, Carers and Communities

Parents, carers, and the wider community We have as an aim to make greater use of the expertise, skills, and knowledge of people of a range of backgrounds, from the local and wider community, to develop positive attitudes regarding sexual orientation, gender, abilities, race, ethnic background or religion and cultural diversity. Parents and carers are always informed of specific (racist) incidents of discrimination, abuse, or harassment.

Article 30 Your right to use your own language.

This is a Statutory School Policy, and a signed copy is kept in the school Office