



ALMOND HILL JUNIOR SCHOOL  
GOVERNING BODY

EQUALITY POLICY

FULL GOVERNING BODY	JULY 2019
DATE FOR REVIEW	JULY 2021

# ALMOND HILL JUNIOR SCHOOL EQUALITY POLICY

## Aims

Our school is committed to 'Aim High' and ensuring equality of education and opportunity for all pupils, staff, carers, and parents who form part of our school community and receive services from our school. We aim to promote an ethos of inclusivity and to celebrate the diversity of all those who are connected with our school to ensure all groups prosper regardless of the protective characteristics.

## Equality and the Law

Our policy is aligned to ensure the school complies with The Equality Act 2010 legislation to protect members of our community from discrimination and harassment based on the protected characteristics of:

- Disability
- Gender
- Age
- Race
- Gender reassignment
- Religion and belief
- Marriage and civil partnership
- Sexual orientation
- Pregnancy, maternity and paternity

At Almond Hill we are also committed to protect all members of our community from any discrimination and harassment based on the additional characteristics of:

**Disability:** Under the Equality Act 2010 disability is defined 'if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.' At Almond Hill we take steps to meet disabled people's needs and promote positive attitudes to disability. We will publish an equality scheme that is reviewed every 3 years.

**Gender:** The Gender Equality Duty 2006 places specific duty on schools to promote equality of opportunity between girls and boys, women and men and transsexual people. We will promote equality between these groups. At Almond Hill we will promote integration of groups for all activities and seek to use resources that promote positive models in terms of sexes with no stereotypes.

**Age:** We are committed to ensuring individuals are not discriminated against through reference to age.

**Race:** Duties of schools are detailed in The Race Relations Act 1976 and Amendment Act 2000. At Almond Hill we promote good relationships between people of different racial groups and by our children in their daily relationships in and out of the classroom. Our school expects that nobody should experience any racial harassment. Our curriculum promotes knowledge of and respect for different cultures and the rich diversity they provide. The school monitors the performance of pupils by ethnicity.

## Gender Reassignment

At Almond Hill we are committed to ensuring that transsexual members of our community do not experience discrimination in our community.

## Religion and belief

At Almond Hill we have a daily collective act of worship either as a whole school or within class groupings. Our assemblies are broadly Christian but celebrate all major world faiths. Our assemblies celebrate our school's diversity and the uniqueness of the individuals that make up our community. Knowledge, understanding and respect of different faith is further explored through our RE curriculum. We expect children to attend assembly but recognise the right of parents to withdraw their child from religious worship without reason.

The school will make alternative arrangement for supervision for any child withdrawn. We allow children to wear jewellery on religious grounds (e.g. small item of religious significance). We also allow children to wear headscarves.

**Marriage and civil partnership:** At Almond Hill we are committed to ensuring that members of our community do not experience discrimination in our community due to their marital status.

**Sexual orientation:** At Almond Hill we are committed to ensuring that no member of our community experiences discrimination because of their sexual orientation. At Almond Hill we will seek to support pupils with their emerging identity.

**Pregnancy, maternity and paternity:** At Almond Hill we are committed to ensuring that members of our community do not experience discrimination in our community because they are pregnant or a mother or father.

## **Other**

At Almond Hill we aim to foster good relationship between those who share a protected characteristic and those who do not. We promote friendship, tolerance, and understanding of uniqueness. This may be achieved through teaching in RE and PSHCE lessons, in reading text and stories from different cultures, learning a modern language or exploring music from different parts of the world for example. We discuss world and current issues in assemblies and invite our children to lead assemblies. We promote links with our local community and welcome visitors with special knowledge to support our learning and understanding.

## **Roles and Responsibilities**

### **The Governing Body**

- Promote and support the school ethos of equality to ensure that nobody is discriminated against at Almond Hill because of any protected characteristic.
- Ensure through monitoring all aspects of the school are fully inclusive of its pupils and respond to needs based on protective characteristics.
- Ensure there is no discrimination regarding recruitment on grounds of any protected characteristics.
- Ensure wherever possible the school is accessible and reasonable adjustments are made to meet the needs of all members of our school community.
- Ensure that communication systems used by the school are as accessible as possible.
- Monitor and review the issues arising from this policy and disseminate outcomes to the whole school community together with a summary of actions to be taken.
- Ensure that the Equality Policy is published and communicated throughout the school and updated every 3 years.

### **The Head teacher and senior leaders**

- Share and promote the school Equality Policy with all members of staff, pupils and the school community.
- Provide staff training.
- Promote equality in curriculum development and all school policies.
- Celebrate diversity/equality and achievement and promote respect for individuals.
- Investigate and treat discriminatory incidents seriously.
- Listen to and involve pupils, carers, parents and staff in decision making and policy review.
- Welcome applications for school place and employment ensuring that all appointment panels give due regard for this scheme
- Report to governors

### **All staff**

- Be aware of the Equality Scheme and contribute to its review.
- Treat all members of our community with respect and treat everyone fairly.
- Challenge discrimination, prejudice, harassment and report any incident to the Head teacher.
- Provide a role model for the school community.

### **Reporting an incident**

All incidents will be recorded using the school CPOMs system and shared with the Head teacher, Deputy Head and SENCO. In responding to the incident the Head teacher will aim to provide support to the pupil or adult who have experienced discrimination – implement appropriate consequences and implement actions to prevent further discriminatory actions. Incidents will be reported to governors termly.

**This policy will be reviewed in June 2021**