



## Osborne Primary School Single Equalities Policy

Reviewed	September 2018
Consultation with Staff	
Adopted /Approved by Governing Body	15.10.19
Next Review Date	September 2020

## **Introduction**

This policy amalgamates all the equalities legislation into one single equality policy for Osborne Primary School.

## **Statement/Principles**

The policy outlines the commitment of staff and Governors to promote equality. This involves tackling the barriers which could lead to unequal outcomes so that there is equality of access and the diversity within the school community is celebrated and valued.

We believe that equality at Osborne should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, comfortable, welcome, valued and of equal worth. At Osborne equality is a key principle for treating all people the same irrespective of their gender, ethnicity, disability, religious beliefs/faith or tradition, sexual orientation, age or any other of the protected characteristics (Single Equalities Act 2010)

## **Monitoring and Review**

The staff members responsible for co-coordinating the monitoring and evaluation is the Inclusion Lead They will be responsible for:

- Providing updates on equalities legislation and the school's responsibilities in this regard
- Working closely with the governors
- Supporting positively the evaluation activities that monitor the impact and success of the policy on pupils from different groups in all elements of school life.

## **Policy Commitments**

### *Promoting Equality: Curriculum*

We aim to provide all our pupils with the opportunity to succeed. To achieve this we will ensure:

- Curriculum planning reflects a commitment to equality
- The Osborne Curriculum prepares pupils for life in a diverse society and uses opportunities to reflect the background and experience of pupils and families in school including through the use of No Outsiders.
- The explicit teaching of school and British values
- There will be opportunities in the curriculum to explore concepts and issues related to identity and equality
- The promotion of attitudes and values that celebrate and respect diversity and challenge discriminatory behaviour and language wherever it occurs
- The use of images and materials which positively reflect a range of cultures, identities and lifestyles

### *Promoting Equality: Achievement*

There is a consistently high expectation of all pupils regardless of age, gender, ethnicity, ability, social background and sexual orientations. To secure the best possible outcomes we recognise that:

- Adults in the school will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity
- It is important to identify the particular needs of individuals and groups within the school and to use targeted interventions to narrow gaps in achievement
- A range of teaching methods is used throughout the school to ensure that effective learning takes place at all stages for all pupils
- All pupils are actively encouraged to engage fully in their own learning

### *Promoting Equality: The ethos and culture of school*

- At Osborne we are aware that those involved in the leadership of the school community are instrumental in demonstrating mutual respect between all members of the school community

- We strive to achieve a feeling of openness and tolerance which welcomes everyone to our school
- The children are to greet visitors with friendliness and respect
- The displays around school reflect diversity across all aspects of equality
- Reasonable adjustments will be made to ensure access for pupils, staff, parents and visitors with disabilities or other difficulties
- Provision is made to cater for cultural, moral and spiritual needs of all children both on and off site
- Pupil's views are actively encouraged and respected. Pupils are given an effective voice through class and school councils, pupil surveys and there are regular opportunities to engage with pupils about their learning and the life of the school
- Positive role models are used throughout the school to ensure that different groups of pupils feel welcomed and included

*Promoting Equality: Staff Recruitment and Professional Development*

- Posts are advertised and open to the widest pool of applicants
- Employment policy and procedures are reviewed regularly to check conformity with legislation

*Promoting Equality: Countering and Challenging Harassment and Bullying*

- The school counters and challenges all types of discriminatory behaviour and this is made clear to staff, pupils, parents and governors
- The school has a clear, agreed procedure for dealing with prejudice related bullying incidents

*Promoting Equality: Partnerships with Parents/Carers and the Wider Community*

Osborne Primary School aims to work in partnership with parents/carers. We:

- Take action to encourage all parents/carers to participate in the life of the school
- Maintain good channels of communication
- Encourage members of the local community to join in school activities and celebrations
- Ensure that all parents/carers are made to feel welcome

**Responsibility for the Policy**

At Osborne all members of the school community have a responsibility for promoting equalities:

The Governing Body has responsibility for ensuring that:

- The school complies with all equalities legislation relevant to the school community
- The school's equalities policy is maintained and updated regularly; and that equality schemes are easily identifiable
- The actions, procedures and strategies related to the policy are implemented
- The Governors will have an overview of all prejudice related incidents or incidents which are a breach of this policy and ensure that appropriate action is taken in relation to these incidents

The Head Teacher and Senior Leadership Team has responsibility for:

- In partnership with the Governing Body, providing leadership and vision in respect of equality
- Overseeing the implementation of the equality policy and schemes
- Co-ordinating the activities related to equality and evaluating impact
- Ensuring that all who enter the school are aware of and comply with the equalities policy
- Ensuring that staff are aware of their responsibilities and are given relevant training and support
- Taking appropriate action in response to any prejudice related incidents

All School Staff have responsibility for:

- The implementation of the school's equalities policy and schemes

- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping
- Ensuring they do not discriminate on grounds of ethnicity and culture, disability, sexual orientation or other groups vulnerable to discrimination
- Keeping up to date with equalities legislation

#### Measuring the Impact of this Policy

This policy and all other relevant policies will be evaluated and monitored for their equality impact on pupils, staff, parents and carers from the different groups that make up our school.

#### **Action Plan and Objectives:**

Please see Accessibility Plan.