



| <b>Helpringham Primary School</b> |                                      |
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| <b>Document Name</b>              | <b>Equality and Diversity Policy</b> |
| <b>Date Reviewed</b>              | <b>November 2021</b>                 |
| <b>Next Review Date</b>           | <b>October 2023</b>                  |

### **Aims and Objectives**

Helpringham Primary School is committed to treating everyone equally, welcoming the richness brought to school by those from other cultures. We promote understanding and inclusion of difference of any kind including sex, race, colour, religion, nationality, ethnic or national origins as well as medical conditions. We promote the principles of fairness and justice for all through the education that we provide, ensuring that all pupils have equal access to the full range of educational opportunities provided by the school. We ensure that all recruitment, employment, promotion and training systems are fair to all and provide opportunities for everyone to achieve.

Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

Our school is broadly White British but this does not prevent us from teaching and practicing equality for all groups.

Our school will aim to:

*'Prepare all pupils for life in a world where they will meet, live and work with people of different cultures, religions, languages and ethnic backgrounds'*

We will deliver our aims by:

- Ensuring everyone in our school is treated with respect and dignity
- Creating a school ethos which values diversity, promotes equality and remove barriers to learning
- Encouraging everyone in the school community to fully participate in the school programme of events
- Having high expectations of all pupils regardless of ethnic origin, religion, culture and life style
- Identifying and removing any practices which are discriminatory and ensure that equality for all is included in all our development planning and through all our policies
- Monitoring and reviewing all practices and procedures to help us to identify any inequalities between different ethnic groups.

### **Anti-Racism**

Helpringham Primary School recognises:

- that minority ethnic groups include Gypsy Travellers, refugees, asylum seekers and less visibly minority groups e.g. Irish.
- that immigrants and their descendants have made an important contribution to Britain.
- the inclusive nature of the National Curriculum 2014 and the opportunities it presents for encouraging 'respect for diversity'.
- a racist incident as 'any incident which is perceived to be racist by the victim or any other person' and will follow the procedures outlined in the Lincolnshire Reporting Racist Incidents Handbook 2007.

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 form of racism or racist behaviour. Should an incident ever occur, we will act immediately to prevent any repetition of the incident. Any incident will be recorded and reported to Governors.

We endeavour to make our school welcoming to all minority groups, both adults and children. We promote an understanding of different cultures through the topics studied by the children as well as having visitors to talk to the children along with focused Collective Worship.

Our curriculum aims to give opportunities to understand different groups and faiths.

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.

### **The Role of Governors**

The Governing Body has set out its commitment to equal opportunities and racial equality 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.

All appointment panels give due regard to this policy, so that no one is discriminated against when applying for employment or training.

The governors welcome all applications to join the school, whatever background or disability a child or adult may have.

The governing body ensures that no child or adult is discriminated against whilst in our school on account of their sex, religion or race. All children have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls. If a child's religion affects the school uniform, then the school will deal with each case individually, but always sensitively and with respect for the child's cultural traditions.

### **The Role of the Head Teacher**

It is the Head Teacher's role to implement the school's Equal opportunities and Racial Equality policy and he is supported by the governing body in so doing.

It is the Head Teacher's role to ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.

The Head Teacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life.

The Head Teacher will treat all incidents of unfair treatment and any racist incidents with due seriousness and report to governors should any incident occur.

### **The Role of the Class Teacher**

The Class Teacher ensures that all pupils are treated fairly, equally and with respect.

We teach children to be accepting of difference in whatever form it may take.

When selecting class room 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.

When designing schemes of work, we use this policy to guide us, both in our choice of projects to study and in how to approach sensitive issues.

All our teachers challenge any incidents of prejudice or racism. Incidents of a serious nature are brought to the attention of the Head Teacher. Support staff are encouraged to intervene in a positive way against any occurrence of discrimination.

### **The role of parents**

To support the school and their own children to promote good relations, tolerance and respectful attitudes towards all racial groups and practicing an open mind towards all groups who are different from their own.

### **Monitoring and Review**

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

- Monitoring the progress of pupils of minority groups and comparing it to 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 and pupils.
- Monitoring the school behaviour and exclusions policy, so those pupils from minority groups are not unfairly treated.