

# Longmoor Primary School

## Equality Policy

2023



<i>Chair of Governors</i> <i>Signature: Jane Wright</i>	<i>Date: September 2023</i>
<i>Chair of Governors</i> <i>Signature: Jane Wright</i>	<i>Date: April 2020</i>

Longmoor Primary School aims to be recognised as a school which lies at the heart of the local community. All staff and governors work towards ensuring school is a safe, supportive, caring, inclusive and stimulating environment in which to learn and grow. Our mission, vision and values highlight how staff, governors and pupils work collectively to achieve this aim.

Our Mission Statement:

*We are a happy, nurturing school at the heart of our community where learning and well-being for all is promoted. Our approach is to combine high quality, enriching experiences to engage, stimulate and motivate all learners. We encourage everyone at Longmoor to unlock the potential that lies within.*

Our Vision:

*Our goal, at Longmoor, is to equip our children with the skills and mindset to flourish for life.*

Our Values:

*At Longmoor we empower everyone to be:*

- *Kind* - to show care and consideration.
- *Respectful* - to show concern and regard.
- *Ambitious* - to show desire and determination.
- *Responsible* - to show co-operation and honesty.
- *Curious* - to show interest and positivity.
- *Brave* - to show resilience and courage.

### Equality Statement

At Longmoor Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents, and carers connected to the school, irrespective of race, gender, disability, faith or religion or socio-economic background. All adults work consistently to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life. The achievement of pupils will be monitored by race, gender and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching. Staff tackle discrimination by promoting equality for all as well as challenging bullying and stereotypes. At Longmoor Primary, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach, and visit here.

### Legal Duties

At Longmoor Primary School we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination
- advance equality of opportunity
- foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. Protected characteristics make up the part of a person's identity that makes them who they

are, such aspects or characteristics are protected from discrimination. Everyone in Britain is protected from unlawful behaviour by the Act.

The protected characteristics are as follows:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

We acknowledge that these duties reflect international human rights' standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. In developing our policy, we have therefore also taken them into consideration.

To meet our general duties, listed above, the law requires us to carry out some specific duties to demonstrate how we meet the general duties. These are to:

- Publish Equality Information - to demonstrate compliance with the general duty across its functions (We will not publish any information that can identify any individual)
- Prepare and publish equality objectives which we will review on an annual basis
- Consult all our stakeholders in the development of our equality objectives and report on progress against our objectives on an annual basis.

To do this effectively we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school, but we will also analyse available data relating to the context of our local community, including hate crime data and demographic information. In relation to school provision, we will pay particular attention to the following:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice-related incidents
- Curriculum
- Complaints/compliments

Our objectives will detail how we will ensure equality is applied to the services listed above, however where we find evidence that other functions have a significant impact on any group, we will include work in this area.

We also recognise that our work on equality is central to the successful promotion of fundamental British values, especially in relation to the values of respect and tolerance and the rule of law. We will therefore ensure that our curriculum helps to prepare pupils for life in

modern Britain. We will address all forms of prejudice and discrimination, including derogatory and discriminatory language. We will do this through the delivery of our statutory RSE / PSHE Curriculum, taught through the Jigsaw scheme. We will also use all opportunities to challenge stereotypes and support positive identity development for all our pupils through the provision of the whole curriculum. We will regularly check and amend our resources, displays, lesson content, and assessment processes to ensure that they meet the needs of all groups. We will scrutinise outcomes across a range of measures, analyse the results and address any identified areas of concern.

In endeavouring to fulfil our legal duties, we will:

- Recognise and respect diversity
- Create positive attitudes and relationships
- Follow good equalities' practice, including staff recruitment, retention, and development
- Aim to identify, reduce, and remove existing inequalities and barriers
- Review our progress regularly.

### Preventing and Addressing Prejudice Related Incidents

Prejudice-related incidents/bullying often takes the form of derogatory and discriminatory language and behaviour including that which is racist, homophobic, biphobic, transphobic and disablist in nature. This language and behaviour may be directed towards people because of their race/ethnicity/nationality; because they are lesbian, gay, bisexual, or trans, or are perceived to be, or have a parent/carer, sibling, or friend who is, or because they have a learning or physical disability.

At Longmoor Primary School we encourage open discussions around differences between people, we actively challenge prejudice, and we celebrate diversity. This school is opposed to all forms of prejudice, and we recognise that children and young people who experience any form of prejudice-related discrimination may fair less well in the education system. We recognise that prejudice-based bullying is a form of child-on-child abuse and is therefore a safeguarding concern, as outlined in Keeping Children Safe in Education 2023.

We are committed to working with families and outside agencies to proactively prevent incidents and to create an environment in which all members of our school community feel welcomed, accepted, and safe. We believe every member of our community should be treated with respect and should not be subjected to prejudice or discrimination in any form. This includes staff, parents/carers, governors, and visitors to our school. We will endeavour to proactively tackle all forms of prejudice by ensuring our curriculum is representative of all sections of society and the contributions made by people with different characteristics are consciously embedded across all subjects. In doing so, we will challenge stereotypes and work towards inclusivity and identity-safe classrooms where everyone feels validated, accepted, safe and a sense of belonging. If incidents still occur, we will address them immediately ensuring that appropriate levels of support are provided to those affected; that we thoroughly investigate all reports/allegations; and that we will apply appropriate sanctions and address offending behaviours through a programme of education. All adults in our school community are expected

to comply with the school's Code of Conduct. Any allegations made against staff will be investigated in line with our policies and procedures relating to staff conduct and behaviour.

### Parents/Carers

We appreciate that it can be very difficult for a parent/carer to hear that their child has been the target of prejudice-related incident / bullying, has experienced prejudice-related incident bullying behaviour or is an alleged perpetrator of prejudice-related incident bullying.

We encourage all parents/carers to report their concerns directly to the school rather than discussing them with other members of the school community, either in person or online.

The following steps will be taken to investigate:

- Initially, we ask parents/carers to contact their child's class teacher (in person/via telephone call/via year group email) to explain their concerns.
- The class teacher will take an initial note of the concerns but may ask to schedule a meeting to allow for more time to discuss these in detail.
- The information will be reported to the headteacher who will support all investigations.

### Roles and Responsibilities

**Governors** are responsible for engaging the whole school community in identifying and understanding equality barriers and support Longmoor in the setting of objectives to address these. Governors will also monitor progress towards achieving equality objectives and check data is shared accurately and appropriately.

**The headteacher and SLT** are responsible for promoting key messages to staff, parents, and pupils about equality and what is expected of them. They are responsible for ensuring that all in the school community receive adequate training to meet the need of delivering equality, including pupil awareness. Also ensuring that all staff are aware of their responsibility to record, report and respond appropriately to prejudice-related incidents.

**Teaching staff** are responsible for delivering the right outcomes for pupils. They are expected to be proactive in upholding the commitment made to pupils and parents/carers on how they can be expected to be treated. Teaching staff will also have a crucial role in designing and delivering an inclusive curriculum. All teaching staff will ensure they are reporting any incidents immediately to the headteacher.

**Pupils and parents** are responsible for supporting school in working towards the school's objectives. They are also responsible for supporting the ethos of the school and acting at all times with tolerance and respect towards all members of the school community.

In order for all stake-holders to be proactively involved, this policy and relevant links will be shared on the school website.

Policy to be reviewed annually.