



## **Equality Policy**

### **Introduction**

*This single policy replaces separate policies the school has on race, disability and gender to eliminate discrimination, advance equality of opportunity and foster good relations. It reflects the legal duties set out in the Equality Act 2010 and non-statutory guidance set out by the government in December 2011 and March 2012. Part One sets out the school's aims to promote equality of opportunity and comply with the Act; Part Two sets out the legal duties which are referred to in Part One. The primary aim of Yeading Infant and Nursery School is to enable all pupils to take part as fully as possible in every part of school life by developing each child's self-confidence, recognising their strengths and encouraging them to achieve their full potential. At Yeading Infant and Nursery School we will take steps to advance equality of opportunity, foster good relations and eliminate discrimination or harassment across all the protected characteristics (age, race, gender reassignment, disability, marriage and civil partnership, religion and belief, pregnancy and maternity, gender, sexual orientation) within the school community.*

The Equality Act 2010 imposes a general duty on schools to:

- Promote equality of opportunity and comply with the act;
- Promote good relations between pupils, staff and visitors to the school;
- Eliminate unlawful discrimination.

There are also specific duties requiring each school to:

- Prepare a written policy of equality;
- Assess the impact of its policies, including its equality policy, on pupils, staff and parents, including the impact on attainment levels on such pupils;
- Monitor by reference to their impact on such pupils, staff and parents, the operation of such policies, including their impact on the attainment of such pupils.

### **School Context**

Yeading is a mixed Infant and Nursery school situated in the outskirts of London with 480 pupils on roll. The school has a diverse ethnic population with most groups represented. Indian (39%), Pakistani (12%), Somali (8%), Tamil (8%) and families form the largest community groups.

### **Aims**

1. To acknowledge the experience of equality and to work towards the elimination of unlawful discrimination.
2. To promote equality of opportunity.
3. To promote good relations in order to encourage inclusion in the wider community.
4. To ensure that all pupils and staff take part as fully as possible in every part of school life, recognising their strengths and encouraging them to achieve their full potential.
5. To prepare children for a life in a diverse society.

6. To create a school in which every person, irrespective of their race, colour, ethnic or national origin feels valued and welcomed.

### **Purpose**

1. To address and raise standards of educational attainment for those groups of pupils at risk of underachieving.
2. To promote an inclusive curriculum, ethos and learning environment.
3. To celebrate diversity.
4. To promote a climate of understanding, tolerance and harmony.
5. To strive to eliminate discrimination, prejudice and harassment.

### **Guidelines for Promoting Equality**

The school will promote equality and challenge discrimination by:

- Embracing opportunities to celebrate the richness and diversity of all; regardless of age, race, gender, religion and disability.
- Embracing opportunities through assemblies and the teaching of PSHE to deal with issues of prejudice.
- Celebrating pupil achievement.
- Reviewing texts to ensure appropriateness and inclusiveness.
- Ensuring all staff challenge inappropriate comments used both in and out of lesson-times.

### **Implementation**

#### **The Governing Body will:**

- Ensure that school complies with the Equality Act 2010 legislation.
- Ensure that the policy is implemented.
- Have regard to the need for governors to represent parents and the local community.

#### **The Head teacher will:**

- Ensure that all staff are informed of their responsibilities and receive appropriate training and support to implement the policy.
- Ensure that all equality incidents are investigated and recorded for future monitoring and reporting.

#### **All staff will:**

- Be expected to be role models for equal opportunities, deal with bullying and discriminatory incidents and to be able to identify and challenge prejudice and stereotyping.
- Become informed of the Equality Act 2010 legislation through relevant professional development.

#### **The person responsible for equality issues in the school will be:**

- Participate in appropriate professional development activities.
- Report relevant information to members of the school community.
- Co-ordinate activities to ensure the implementation of the policy.
- The Headteacher will be responsible for equality issues.
- Ensure that relevant signage is in dual languages as appropriate.

**Visitors will:**

- Be informed of this policy on School Website.
- Be expected to comply with it.

**Contractors will:**

- be made aware of school policy through a clause in their contract.

**Parents will:**

- be made aware of school policy through the school brochure and the home/school agreement.

**Breach of the Policy**

- ◆ The school will complete an “Incident Form” for any incident that occurs, whether for pupils or staff;
- ◆ Because of the immaturity of infant pupils, parents will be consulted regarding any incidents;
- ◆ The consequences of any further breach of conduct will be clearly stated with the ultimate sanction of exclusion;
- ◆ In the case of an adult incident, the procedures outlined in the Personnel file will be instigated.

**Links with other School Policies**

The policy should be reviewed annually in relation to the aims and content of other school policies such as:-

- ◆ Equal Opportunities Policy
- ◆ Anti-Bullying Policy
- ◆ PSHE Policy
- ◆ Assessment Policy
- ◆ Equality Scheme
- ◆ Inclusion Policy

**Consultation with the School Community**

The Policy has been developed through discussion with the Governing Body, Headteacher, Staff, pupils and parents.



## Staffing

The Governing Body and the Headteacher are committed to fair recruitment and selection and use the recruitment procedures outlined in the LA's "Personnel Procedures".

The school will submit information to the LA annually regarding staff in post, applicants for employment, training and promotion, to enable the publication of ethnic monitoring of school based staff.

They will strive to provide access to training and professional development appropriate to each member of staff.

## Monitoring, Assessing and Reviewing

The following records will be used in the monitoring process:

- ◆ Internally produced results of Teacher Assessment
- ◆ School Performance Summary Report
- ◆ Attendance records
- ◆ Exclusions.

Monitoring systems will also include issues of gender, special needs, and disability. They are intended to identify any trends that may reveal inequalities between groups. These trends can then be addressed.

Signed..... Headteacher Date.....

Signed.......... Chair of Governors Date.....11/11/23

September 2023

Review date September 2026