

Flowery Field Primary School

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Headteacher – Mr A Fell

Equality Policy

The aim of Flowery Field Primary School is to create 'a happy place to learn'. This means that we must enable all pupils to take part as fully as possible in every part of school life by encouraging them to achieve their full potential.

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.

This Means:

We will take reasonable and necessary steps to meet the needs of pupils by using a variety of approaches and planning reasonable adjustments for disabled pupils, enabling our pupils to take as full a part as possible in all the activities of the school.

We will make reasonable adjustments to ensure the school environment and its activities are as accessible and welcoming as possible for pupils, staff and visitors to the school. We are also committed to ensuring staff with a disability have equality of opportunity.

We will actively encourage positive attitudes towards pupils and staff and expect everyone to treat others with dignity and respect.

We will regularly consider the ways in which the taught and wider curriculum will help to promote awareness of the rights of individuals and develop the skills of participation and responsible action within the wider world.

We will regularly consider the ways in which our teaching and the curriculum provision will support high standards of attainment, promote common values, help students understand and value the diversity that surrounds them, and challenge prejudice and stereotyping.

We will monitor the progress and achievement of all pupils, including those with protected characteristics in termly pupil progress meetings. This information will help the school to ensure that individual pupils are achieving their potential and that the school is being inclusive in practice.

Staff will ensure the curriculum is accessible to all pupils with special educational needs and disabilities (SEND) or those for whom English is not their first language. Auxiliary

Website: www.floweryfieldschool.org.uk

aids and services will be provided for them, where reasonable adjustments are required. By planning ahead, staff will ensure that all pupils are able to take part in extra-curricular activities and residential visits, and the school will monitor the uptake of these visits to ensure no one is disadvantaged on the grounds of a protected characteristic.

We will seek the views of advisory staff and outside agencies where this is needed.

Bullying and prejudice related incidents will be carefully monitored and dealt with effectively, as outlined in our Anti-Bullying Policy.

We expect that all staff will be role-models for equal opportunities, deal with bullying and discriminatory incidents and be able to identify and challenge prejudice and stereotyping.

Our Legal Duties

Legislation relating to equality and discrimination is laid out in the Equality Act 2010. This legislation covers employment (work), the provision of services and public functions and education. Employers (schools) are liable for discriminatory acts of their employees if they did not take reasonable steps to prevent such acts.

The 'Protected Characteristics' within equality law are:

- Age;
- Disability;
- Race;
- Sex;
- Pregnancy, maternity and breastfeeding;
- Gender reassignment;
- Religion or belief;
- Sexual orientation.

Public Sector Duties (applies to schools):

As a school, we must not:

- Discriminate against a pupil or prospective pupil because of their disability, race, sex, gender reassignment, religion or belief, or sexual orientation.
- Harass or victimise a pupil or prospective pupil.

We must not discriminate against a person in relation to the following activities:

- Admission to our school;
- The provision of education to pupils;
- Access to any benefit, facility or service;
- Exclusion from school;
- By subjecting a pupil to any other detriment.

Last reviewed July 2017

Due for review July 2018