

Equality Information

Kimberworth Community Primary School



Approved by Governors: March 2024
Review date February 2026

Kimberworth Community Primary School have developed this Equality Scheme to help us meet the duties under the Equality Act 2010.

A statutory duty has been placed on all school governing bodies to counteract the effects of institutional discriminations on the grounds of race, disability and gender. It applies in all aspects of the school community and relates equally to children and adults.

The duty identifies:

- teaching, learning, and the curriculum;
- equality and excellence
- engagement and extended services

as the three main areas where schools can contribute to community cohesion.

By placing an equality perspective in our policies and practices, we recognise that we are not thinking about people as a homogenous group but as distinct groups with differing needs, characteristics and behaviours. We aim to consult widely in the design of new policies, and in the review of existing ones, as people affected by a policy or activity should be consulted and involved in the design of them.

The legal duties on race, disability and gender equality enables us to identify and tackle discrimination, to prevent harassment and to ensure equality of opportunity by taking a proactive approach to address key issues.

Our Equality Policy sets out the overarching principles of our approach to meeting the general and specific requirements of the three public duties and in creating an inclusive whole school environment as well as meeting the duty to promote community cohesion on school governing bodies.

Opening statement

At Kimberworth Community Primary, we welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are to:

- Eliminate unlawful discrimination, harassment and victimisations for pupils, staff and other members of the school community
- Actively advance equality of opportunity between those who share protected characteristics and those who do not.
- Foster positive relationships between those who share protected characteristics and those who do not.

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.

- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with prejudice and celebrating diversity

At Kimberworth Community Primary School we do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school seriously. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm. Any incidents are addressed immediately and reported to Governors and the Local Authority using their guidance material. The Local Authority may provide some support.

Monitoring and review

We monitor the impact and success of the policy for different groups, e.g. Special Educational Needs, Looked After Children, Ethnic Minorities, English as Additional Language pupils and Pupil Premium pupils by analysing data in the following areas:-

- pupil progress and attainment
- behaviour, discipline suspensions and exclusions
- attendance

- admissions
- incidents of prejudice related bullying and all forms of bullying
- parental involvement
- participation in extra – curricular activities and visits
- staff recruitment and retention

Promoting Equality: - Curriculum

- Curriculum planning reflects a commitment to equality of opportunities for all
- The curriculum prepares pupils for life in a diverse society and gives children a range of opportunities to reflect the background and experience of pupils and families in the school.
- The curriculum provides opportunities to explore concepts and issues on identity and equality
- The promotion of attitudes and values that celebrate and respect diversity and challenge discriminatory behaviour and language where ever it occurs
- Images and materials used positively reflects a range of cultures, identities and lifestyles

Promoting Equality: - Achievement and Attainment.

- High expectations of all pupils regardless of age, gender, ethnicity, ability, social background and sexual orientation
- Adults in school act as positive role models in their approach to all issues relating to equality of opportunity
- Identify barriers to good progress for particular individuals and groups and to use targeted interventions in order to close gaps in achievement
- Use a range of learning and teaching methods to ensure effective learning at all stages for all pupils
- All pupils are encouraged to take charge of their own learning and apply themselves independently and collaboratively

Promoting Equality: - The ethos and culture of Kimberworth Primary School

- Mutual respect towards all
- Culture of openness and tolerance, friendliness and respect that will welcome all into our school
- Reasonable adjustments made to ensure fair access for pupils, staff and visitors with disabilities
- Staff have high expectations of what pupils can do and achieve, provision will be made to cater for the culture, moral and spiritual needs of all pupils through planning of assemblies, curriculum and activities
- Pupils will be encouraged to participate fully in all aspects of school life; pupil's views are actively encouraged and respected. Pupils are given a voice, for example, through the Junior Leadership team, Happiness Champions etc.

- Every pupil will have access to a well-balanced and broad curriculum which supports diversity
- Positive role models are used throughout school to ensure that different groups of pupils feel welcome and included
- Parents will be encouraged to take part in school life
- Parents and staff will work together for the benefit of the pupils and the wider community.

Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Promoting Equality: - Staff Recruitment and Professional Development

Our Staff:-

We comply fully with legislation, which protects our staff from discrimination based on the protected characteristics. With regard to disability, we make reasonable adjustments as are necessary to prevent a disabled person being at a disadvantage in comparison with people who are not disabled

This includes discrimination in relation to recruitment, terms and conditions, promotions, transfers, dismissals, training and employment practices and disciplinary procedures. We make efforts to ensure that the diversity of our workforce reflects that of our local community and wider society. In accordance with the Equality Act, we do not enquire about the health of an applicant until a job offer has been made. We will ensure the safety and well-being of our staff and take seriously any act on incidents of harassment and discrimination recognising that our staff may be either victims or perpetrators

We interpret our duties positively; take the necessary actions to remove barriers to inclusion and work hard to ensure a safe, positive and inclusive environment. We have disabled access, disabled parking, and disabled toilet. We are fully aware of the dietary requirements of ethnic groups and make equality provision for all of our staff and pupils

- All posts are advertised
- Posts are advertised to reach the widest pool of applicants possible
- All those involved in recruitment and selection are aware of what they should do to avoid discrimination to ensure equality of opportunity
- Equalities policies and practice will be covered in staff induction
- Employment policy and procedures are reviewed regularly to check confidentiality with legislation and the impact of policies are kept under review by governors

Promoting Equality: - Countering and Challenging Harassment and Bullying

- The school has clear, agreed procedures for dealing with prejudice related bullying incidents
- All staff have responsibility for recording any incidents, there is a nominated member of staff responsible for monitoring and reporting of incidents
- The school takes seriously and challenges all types of discriminatory behaviour and this is made clear to staff, pupils, parents and governors
- The school reports to Governors and the Local Authority the number of prejudice related incidents
- The school will not tolerate any form of harassment and bullying of either pupils or of staff

Promoting Equality: - Partnership with Parents/Carers and the wider community

- We involve parents with school life as a whole and with the learning development of their own children
- Maintain good channels of communication
- Implement inductions to the school for all new entrants to ensure newly arrived pupils and staff are made to feel welcome

Closing statement

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.