



Equality Policy

Approved by:	Senior Leadership Team	Date: 18.06.21
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Introduction

This Single Equality Scheme for schools in Coventry provides a format for addressing the statutory duties of the Equality Act 2010. This supersedes and brings together all previous statutory duties in relation to race, gender and disability and also addresses the duty to promote community cohesion, thus meeting the school's statutory duties in these areas.

This document sets out how pupils with the following protected characteristics (previously known as equality strands) will be protected in our school from harassment and discrimination: -

- **disability**
- **gender including gender identity**
- **race**
- **religion and belief**
- **sexual orientation**

This scheme extends however to cover all aspects of vulnerability, including those associated with socio-economic factors (e.g., pupils from low-income families).

At Southfields Primary School, we are committed to ensuring equality for all pupils, staff and those accessing the school. At Southfields Primary School, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here. We aim to develop a culture of inclusion and diversity where people feel able to participate fully in school life and contribute to the community. This school will not tolerate harassment, discrimination, or prejudice driven bullying.

We aim to create a school community that promotes social inclusion, community cohesion and equality, that respects diversity and which challenges and acts upon discrimination and inequality. This school is committed to equality and will work consistently to ensure that all pupils and staff are encouraged to achieve their full potential, a culture of respect for others is created and difference between people is recognised and celebrated. The school will endeavour to create a community where pupils, and others, are well prepared for life in a diverse society.

Our school aims to ensure that no pupil, staff, parent, or carers or any other person receives less favourable treatment on any grounds which cannot be shown to be justified through their contact with our school. This covers race, ethnic or national origin, religion or belief, gender, marital status, responsibility

for children or other dependants, disability, sexual orientation, gender identity, age, trade union or political activities, or social class.

Aims of the Equality Scheme

- To introduce and put into practice the Equality Act 2010 that combines and builds upon the existing legislation covering discrimination and promotion of equality of opportunity.
- To articulate the school's commitment to equality which permeates all school policies and practices
- To ensure that everyone who belongs to, or comes into contact with, our school community is valued and respected
- To achieve the highest standards of teaching and learning for all children irrespective of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other protected characteristic
- To comply with statutory duties under equalities legislation in one document
- Purpose of the Equality Scheme

This equality scheme is the school's response to the specific and general duties in the current equality legislation, which has been brought together under the Equality Act 2010. It is an attempt to capture how the school is systematically establishing and implementing good practice in equality and diversity across all areas of school life. This includes a response to all aspects of social identity and diversity.

This Equality Scheme sets out how the school will:

- eliminate discrimination
- eliminate harassment or victimisation related to any aspect of social identity or diversity.
- promote equality of opportunity.
- promote positive attitudes to all aspects of social identity and diversity.
- encourage participation by disabled people and people representing different aspects of social identity in public life.
- take steps to take account of difference even where that involves treating some people more favourably than others.
- take proportionate action to address the disadvantage faced by particular groups of pupils.

Schools Aim Statements

Aim:

- we welcome our diverse community, their children and the experiences they bring to our school
- we provide an engaging and accessible curriculum, which is relevant to our pupils 'needs and interests
- we are committed to strong and collaborative partnerships with our families and local communities
- we encourage and enable the continuous professional development of staff
- we recognise and celebrate the success in everyone

Our Promises:

- Kindness
- Responsibility
- Honesty

- Respect

Role and Responsibilities of Stakeholders

The Scheme reflects our schools commitment to equality and community cohesion, as such there is an expectation that the whole school community takes responsibility for making it a reality, specifically;

Governing Body

The governors are responsible for:

- making sure the school complies with the equality duties;
- ensuring effective activity is undertaken to promote community cohesion;
- making sure the school and its procedures are followed.

Head teacher

The head teacher is responsible for:

- making sure the scheme is readily available and that the governors, staff, pupils, and their parents and carers know about it;
- making sure the scheme and associated plans are followed;
- producing regular information for staff and governors about the scheme and how it is working, and providing training, if necessary;
- making sure all staff know their responsibilities and receive training and support in carrying these out; and
- taking appropriate action in cases of harassment and discrimination.
- All staff

All staff are responsible for:

- dealing with hate incidents, and being able to recognise and tackle bias and stereotyping;
- promoting equal opportunities, good community relations and preventing discrimination;
- keeping up to date with the law on discrimination, and taking up training and learning opportunities
- Visitors and contractors are responsible for:
- knowing, and following, your equality policies.

Pupils

All pupils are responsible for:

- abiding by the equality and cohesion scheme;
- reporting any hate incidents.
- Parents and carers
- All parents and carers are responsible for:
- supporting the schools ethos in challenging discrimination and harassment;
- raising issues of concern.

Local Authority

Our school will work closely with Coventry local authority where our responsibilities have shared elements.

Recruitment process

We are an Equal Opportunities employer and we adhere to the principles of equal opportunity in all aspects of the recruitment process. We welcome

applications for vacant posts from appropriately qualified persons regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Complaints

The complaints procedures will be used to deal with any discriminatory complaint from any member of the school personnel.

- Any case of harassment will be dealt with by the school's disciplinary procedure