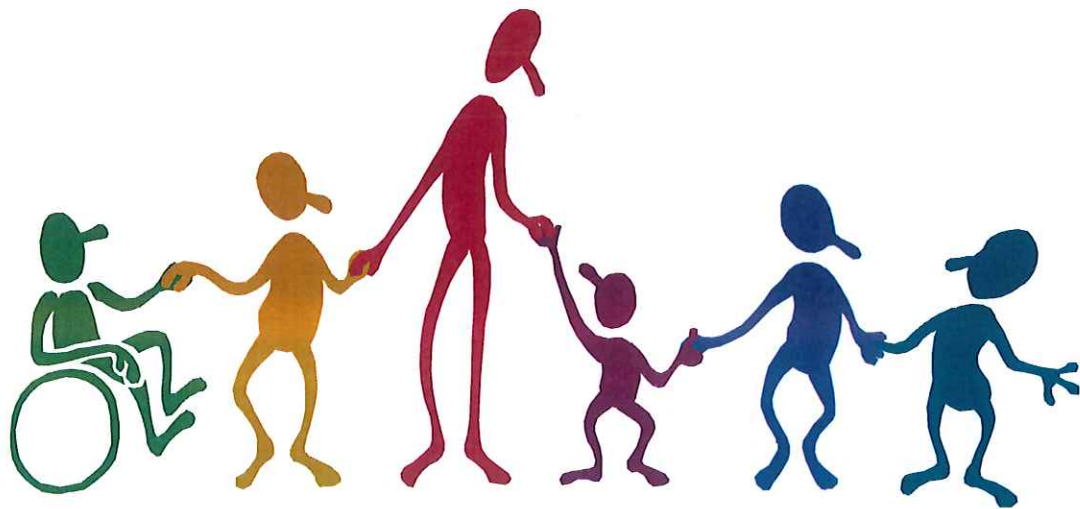


Wrekin View Primary School and Nursery



Equality Policy June 2018

Learning Together To Achieve Forever



1. Vision and Values

The Equality Act 2010 places on all schools a duty to promote equality of educational opportunity regardless of gender, race, faith or social background. At Wrekin View Primary School we are committed to promoting such diversity and valuing the individuality of every child in our school. This includes a determination to challenge discrimination in all its forms.

2. School Context

Wrekin View Primary School holds firm the belief that all people are born equal irrespective of race, faith, lifestyle, sexual orientation or gender. As a result, we treat all associated with the school including staff, pupils, parents, governors and the wider community with equal respect and dignity regardless of background.

The school is a two form entry school that ensures classes are equally balanced with regard to gender. The gender balance is also considered when pupils are divided into ability groups/sets.

Wrekin View Primary School is an inclusive school where all pupils are given the same opportunities and every effort is made to integrate pupils into school life regardless of behavioural or learning needs.

3. Other School Policies

There are a number of other policies relating to equality that should be read in conjunction with The Equality Policy 2016. These include:

- The Behaviour and Discipline Policy
- The Anti – Bullying Policy
- Special Educational Needs Policy
- Disability Access Statement

4. Aims of the Equality Policy

Wrekin View Primary School seeks to promote equality in all aspects of its work, including

- Teaching and learning
- Policy development
- School ethos
- Partnership with parents, carers and the community
- Curriculum

The school also aims to promote equality in its role as an employer, including

- Recruitment, retention and promotion
- Training and career advancement
- Equal pay
- Promoting equality of opportunity regardless of race, faith, lifestyle, sexual orientation or gender.
- Challenging prejudice relating to sexual harassment, race, faith, homophobia and trans–gender issues relating to pupils and staff. This includes stereotypical behaviours.

5. Key Responsibilities

The governing body is responsible for:

- Ensuring the school complies with legal legislation.
- Ensuring the Equality Policy and related procedures are fully implemented.

The Head Teacher is responsible for:

- Implementing the policy
- Ensuring (teaching and auxiliary) staff are aware of their responsibilities and are given appropriate training and support.
- Taking appropriate action in cases of lawful discrimination.
- Identifying a member of staff to take the lead of Inclusion Manager.

The Head Teacher has responsibility for equality and will consult with stakeholders by:

- Ensuring SLT review school policy and practice from an equality perspective.
- Communicating with staff, parents and governors via staff meetings, governors meetings, newsletters or the school website.
- Ensuring that any new or revised policies takes equality into account at the planning stage.

Teachers are expected to:

- Have high expectations of all groups of pupils in their class and use a flexible range of teaching media and learning styles.
- Report incidents of racism, sexual harassment and homophobia to the Head Teacher or Deputy Head Teacher.
- Incorporate the principles of equality and diversity in all aspects of the curriculum.
- Support pupils for whom English is an additional language.
- Challenge Stereotypes and promote positive images of all groups.

6. Teaching and Learning

Wrekin View Primary School encourages a flexible range of learning and teaching styles for all pupils, including:

- Providing a differentiated range of activities in each lesson
- Making it clear that work is relevant, has a clear purpose and real audience
- Ensuring there is good pace, and an element of competition or challenge is included
- Encouraging pupils to discuss work together
- Encouraging risk-taking
- Giving regular positive feedback
- Allowing time for reflection and review

7. Curriculum

Equality will be promoted through the curriculum, for example:

- Incorporating into the curriculum positive role models demonstrating the achievements of men and women in non-stereotypical contexts (e.g. women scientists and engineers, men in caring roles)
- Work on combating stereotypical views, for example using drama to counter gender stereotypes, and provide both sexes with opportunities to empathise with problems the other may face.
- Highlighting bias found in books for discussion with children and young people.
- Celebrating the religious festivals of many faiths.
- Sporting opportunities for all pupils within school hours and as part of extra-curricular activities and inter-school events.
- Opportunities to read or listen to stories which challenge stereotypical views and triumph over adversity.
- Assemblies.

8. Religious Observance

Wrekin View Primary School respects the religious practices of staff, pupils and parents, and comply with all reasonable requests relating to religious observance and practice.

9. Monitoring

Wrekin View collects, on a termly basis, quantitative data in relation to academic progress and different groups of pupils can be identified as making more or less progress than expected. This allows for focus on identified areas of weakness to be swiftly addressed.

Incidents of racism, sexual harassment and homophobia are recorded and reported to governors and the local authority on a termly basis.

Breaches of the policy will be addressed by the Headteacher and Governors.

10. Review

This policy will be reviewed bi-annually in the Spring Term or earlier if required.

Signed by:

Lucy Sobey

Chair of Governors

Date: 14.12.18

A. Pith

Headteacher

Date: 14.12.18