

Bonneygrove Primary School

Equalities Policy

Subject:	Equalities Policy
Approval date:	November 2020
Review date:	November 2022
Approved by Chair Of Governors	Shen Hasekilerden



BONNEYGROVE PRIMARY SCHOOL
"Broadening Horizons"

Aim

This policy aims to ensure that the school complies with current equality legislation, (Equality Act 2010). The school recognises that it has to make special efforts to ensure that all groups, including those with protected characteristics, prosper at Bonneygrove. This policy covers practice across the nine protected characteristics identified by the Equality Act and listed below, and is applicable to both staff and students:

- 1 Age
- 2 Disability
- 3 Gender re-assignment
- 4 Marriage and civil partnership
- 5 Pregnancy and maternity
- 6 Race
- 7 Religion or belief
- 8 Sex
- 9 Sexual orientation

1 Age

We will ensure that no member of the school community is treated less favourably in any procedures, practices or aspects of service delivery because of their age, nor will discrimination or harassment of people based on their age be tolerated.

As a Nursery and Primary school, we aim to provide all-round education for our pupils providing academic and personal development appropriate to the age group concerned.

As an employer, we do not recruit or retain staff on the basis of age.

2 Disability

We will ensure that no member of the school community is treated less favourably in any procedures, practices or aspects of service delivery because of a disability, nor will discrimination or harassment of people based on their disability be tolerated.

Bonneygrove welcomes all students and staff without prejudice, and as such caters for a range of student and staff disability. With regards to student provision, please refer to the school's Inclusion Policy.

All instances of disability discrimination will be recorded through a central log monitored by a member of the Headship team, and appropriate action will be taken where necessary.

The school recognises it has a duty to make reasonable adjustments to prevent a disabled person from being placed at a substantial disadvantage by any physical feature of the premises, or by any provision, criterion or practice of the school. Provision is made through occupational health referral for staff who need additional support.

Protection is also extended to those who are perceived to be disabled, are associated with disabled people or have additional duties because they provide care for a disabled person.

3 Gender Re-assignment

We will ensure that no transgender member of the school community is treated less favourably in any procedures, practices or aspects of service delivery, nor will discrimination or harassment of people based on their gender be tolerated. The needs of transitioning staff are catered for and such staff are supported through this process.

4 Marriage and civil partnership

We will ensure that no member of the school community is treated less favourably in any procedures, practices or aspects of service delivery, because of their marital or civil partnership status, nor will discrimination or harassment of people based on their marital or civil partnership status be tolerated.

5 Race

We will ensure that no member of the school community is treated less favourably in any procedures, practices or aspects of service delivery, because of their race, nor will discrimination or harassment of people based on race be tolerated. We strive to ensure that the culture and ethos of the school are such that, whatever the heritage and origins of members of the school community, everyone treats each another with respect and is equally valued.

Specifically Bonneygrove recognises:

- the need for everyone to be able to study or work in an inclusive environment which not only encourages a respect for diversity, but values the additional breadth which such diversity brings to the educational experience for all stakeholders
- that minority ethnic groups include; Gypsy Travellers, Refugees and Asylum-seekers and less visible minority groups, eg. those of Irish or Polish heritage
- the important contribution immigrants and their descendants have made to Britain
- the importance of global citizenship
- the importance of strong home/school and wider community links

The school actively discourages all racial intolerance and deals formally with any issue of racial abuse or stereotyping with zero tolerance.

6 Pregnancy and maternity

We will ensure that no member of the school community is treated less favourably in any procedures, practices or aspects of service delivery because she is pregnant, on maternity leave or is breastfeeding. Discrimination or harassment of women on this basis will not be tolerated.

7 Religious Beliefs

We will ensure that no member of the school community is treated less favourably in any procedures, practices or aspects of service delivery because of their religious beliefs, nor will discrimination or harassment of people based on their religious beliefs be tolerated. The right of both students and staff to hold religious beliefs is upheld and a tolerance of different views and religious requirements are accommodated by the school.

8 Sex (and Gender)

The school acknowledges the difference between gender and sex, and will regard both as protected characteristics.

We will ensure that no member of the school community is treated less favourably in any procedures, practices or aspects of service delivery on

account of their sex or gender, nor will discrimination or harassment of people based on their sex or gender be tolerated.

As an employer, we recruit solely on the basis of qualification, experience and personality, not sex or gender.

In supporting staff at Bonneygrove, we ensure that appropriate measures are taken regardless of sex or gender and that career development focuses on the person and not their sex or gender.

9 Sexual Orientation

We will ensure that no member of the school community is treated less favourably in any procedures, practices or aspects of service delivery on account of their sexual orientation, nor will discrimination or harassment of people based on their sexual orientation be tolerated.

As an employer, we recruit solely on the basis of qualification, experience and personality, not sexual orientation.

Whilst the majority of pupils and staff live within heterosexual family units, the school promotes tolerance and understanding of same-sex relationships.

Discrimination by Association or by Perception

The school will not tolerate any form of discrimination whether it be direct, indirect, by association or by perception. Any member of staff found to be discriminating on any of the nine protected characteristics may be subject to an investigation and potential disciplinary action in accordance with the school's Disciplinary Policy.

Roles and Responsibilities of the Headteacher, other Staff and Governors

The Headteacher will ensure that a school culture and ethos are established, maintained and developed which:

- celebrate diversity, equality and achievement
- promote high expectations and positive attitudes towards all nine protected characteristics
- listen to, and involve students, parents/carers and staff
- communicate behaviour expectations
- ensure that the school welcomes applications for school places and jobs from all sections of the community
- ensure that stereotypes relating to protected characteristics are challenged

- ensure that every student and member of staff is valued as an individual, irrespective of any protected characteristic
- ensure that incidents are reported, analysed, addressed swiftly and effectively and reported on as required
- ensure that all instances of discrimination are recorded through a central log monitored by a member of the senior leadership team

Governors and the senior leadership team will monitor equality across the nine protected characteristics to ensure school policies and practice do not discriminate, directly or indirectly, against any adult or student in the school; that the school is accessible to all; and that positive role models and a wider perspective will strengthen the school.

The staff will actively implement this policy and support the monitoring of impact.

Arrangements for Monitoring and Evaluation

The Governing Body will monitor the pattern and frequency of equality related incidents. It will receive reports from the Headteacher and staff that enable evaluation of the relevance of provision for dealing with equality related incidents, defined as any incident which is perceived by the victim or any other person to contravene this policy. Cases of particular concern will be brought to governors on an ad hoc basis.

Bonneygrove and its Governing Body are committed to ensuring consistency of treatment and fairness, and will abide by all relevant equality legislation