



Courthouse Green Primary School

Equal Opportunities and Anti Discriminatory Policy

April 2018

EQUAL OPPORTUNITIES and ANTI DISCRIMINATORY POLICY

Courthouse Green is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth. We believe that **everyone** has an equal right to develop and achieve their potential regardless of race, gender, disability, sexual orientation and religion. Equality of opportunity underpins the school curriculum and the work of the school and the diversity of our school community is respected and celebrated and reflects the diversity of the wider community.

We believe that the Equality Act (2010 and Regulations and specific duties 2011) provides a framework which we embrace; to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

There are nine 'protected characteristics' to which Courthouse Green School has regard:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sexual orientation
- Sex

We define discrimination as any practice which occurs when someone is treated less favourably because of their Faith, Race, Disability, Gender, Sexual Orientation or age. We also define as discriminatory any actions including policies, practice or processes which put someone at an unfair disadvantage. Incidents covered by the above might include:

- Verbal or physical abuse,
- Insulting, abusive, embarrassing or patronising behaviour or comments;
- Humiliating, intimidating, demeaning and or persistent unwarranted criticism;
- Open hostility
- Isolation or exclusion from activities including work, study, recreation and social events;
- Unwanted physical contact, ranging from invasion of space to a serious assault;
- Suggestive comments or body language;
- Any of the above that are delivered through social media.

Promotion of equality and celebration of diversity

We prepare our pupils for life in a diverse society and ensure that there are activities across the curriculum that promote the spiritual, moral, social and cultural development of our pupils. We teach about difference and diversity and the impact of stereotyping, prejudice and discrimination through PSHE and across the curriculum. We actively promote equality and diversity through the curriculum and by creating an environment which champions respect for all and challenges prejudice based discriminatory language, attitudes and behaviour.

As a staff we also model these values through our interactions and conversation with children, parents and other outside agencies. Courthouse Green engenders an atmosphere of trust and respect among children as well as between teachers and children and all staff are fully committed to ensure that all of our children are fully able to engage in all of the opportunities that we provide. We challenge all forms of prejudice and prejudice-based bullying which stand in the way of fulfilling our commitment to inclusion and equality

We ensure that all appointment panels give due regard to this policy so that no one is discriminated against when it comes to employment, promotion or training opportunities. We ensure that those who are affected by a policy or activity are consulted and involved in the design of new policies, and in the review of existing ones.

We take seriously the need to consider the equality implications when we develop, adapt and review any policy or procedure and whenever we make significant decisions about the day-to-day life of the school.

We provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures. We include the contribution of different cultures to world history that promote positive images of people. We provide opportunities for pupils to listen to a range of opinions and empathise with different experiences. We promote positive messages about equality and diversity through displays, assemblies, visitors, whole school events e.g. Black History Month, anti bullying week. We include equality issues in our newsletter entitled Courthouse Green Network News (CGNN). The contents of CGNN are discussed in the classroom with the children to enable children to voice their opinions.

Roles and Responsibilities

We expect all members of the school community and visitors to support our commitment to promoting equalities and meeting the requirements of the Equality Act. We will provide training, guidance and information to enable them to do this.

Governing body

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented. A member of the governing body has a watching brief regarding the implementation of this policy. Every governing body committee keeps aspects of the school's commitment to the Equality Duty under review, for example, in terms of standards, curriculum (including educational visits), admissions, exclusions, personnel issues and the school environment.

Staff

The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination. A senior member of staff has day-to-day responsibility for co-coordinating implementation of the policy and for monitoring outcomes. All teaching and support staff will promote an inclusive and collaborative ethos in their classroom, challenge prejudice and discrimination, deal fairly and professionally with any prejudice-related incidents that may occur, plan and deliver curricula and lessons that reflect the school's principles and maintain the highest expectations of success for all pupils.

Visitors

All visitors to the school, including parents and carers are expected to support our commitment to equalities and comply with the duties set out in this policy. We will provide guidance and information in school newsletters to enable them to do this.

Links to other policies and documentation

Although this policy is the key document for information about our approach to equalities in line with the Public Sector Equality Duty, we ensure that information about our responsibilities under the Equality Act are also included in our self evaluation review, the school prospectus, school web site and newsletters. There are also references in the behaviour, admissions, SEN and anti-bullying policies.

Monitoring and reviewing the policy

We review the information about equalities in the policy annually and make adjustments as appropriate. Our review involves pupils, staff, governors and parents and carers.

Disseminating the policy

This Equality Policy along with the Equality Objectives and data is available on the school website and we ensure that the whole school community knows about the policy, objectives and data through the school newsletter, assemblies, staff meetings and other communications.

Policy approved: April 2018

Policy to be reviewed: April 2021