



**Burton
Green**
PRIMARY SCHOOL

Equality Policy

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Rationale

At Burton Green Primary School we aim to provide a broad and balanced curriculum which provides equal opportunities for everyone in school, regardless of their gender, ethnic origin, disability, religion, ability, social background and sexual orientation.

This policy has 3 Equality Strands:

1. Disability Equality
2. Gender Equality
3. Race Equality

Disability Equality

The Equality Act 2010 placed a duty on all public authorities, including schools, to promote equality of opportunity for people with disabilities.

You are disabled under the Equality Act 2010 if you have *a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.*

- 'substantial' is more than minor or trivial, eg it takes much longer than it usually would to complete a daily task like getting dressed
- 'long-term' means 12 months or more, eg a breathing condition that develops as a result of a lung infection

Aims

- To promote equality of opportunity
- To eliminate unlawful discrimination
- To promote positive attitudes towards individuals with disabilities
- To eliminate disability-related harassment
- To encourage individuals with disabilities to participate in school life
- To take steps to take into account peoples disabilities

Guidelines

- All staff will implement inclusive teaching styles and strategies
- The schools ethos is inclusive and non-discriminatory
- There will be zero tolerance regarding the harassment of disabled people
- The achievement of disabled pupils will be monitored
- The school will ensure that the environment is accessible to all

Gender Equality

The Sex Discrimination Act as amended by the Equality Act 2010 places a statutory duty to promote gender equality with due regard to the need to: eliminate unlawful sex discrimination; and promote equal opportunity and good relations between women and men, girls and boys.

Aims

- To develop tolerance and mutual respect amongst all members of the school community
- To prevent prejudice and discrimination in the way that males and females are treated
- To challenge attitudes which are based on gender stereotyping
- To develop children's self-respect and self confidence
- To create a fair and unbiased school environment which provides equal opportunities for all its pupils and staff
- To develop awareness and understanding in both staff and pupils, of issues which influence behaviour and perceptions

Guidelines

Staff and any adults other than teachers are made aware of the potential issues arising from the following aspects of school organisation:

- The way that children are organised in their learning areas ensures that different groupings for different purposes do not discriminate against particular groups of children.
- Play activities and roles around school all seek to avoid gender-stereotyped activities.
- Movement around school always avoids lining up by sexes and prevents the creation of rigidly defined areas.
- Questioning sessions in lessons ensure that both boys and girls have an equal opportunity to answer questions.
- Themes for Religious Education, Personal, Social and Health Education, circle time and Assemblies include a range that emphasise the attitudes and values we seek to reinforce around school.
- Perceived acts of serious discrimination in the classroom or playground are reported to Senior Staff to ensure that issues are addressed.
- All staff will be treated equally in terms of recruitment, promotion and expectations.

Race Equality

The Race Relations Amendment Act 2000 places a statutory duty for us to promote race equality with due regard to the need to; eliminate unlawful discrimination, promote equality of opportunity and promote good relations between people of different racial groups.

Aims

- To promote racial equality and positive race relations
- To promote education for a multi-cultural society
- To prepare pupils for life in an ethnically and culturally diverse society
- To commit the whole school community to tackling and eliminating racial discrimination

Guidelines

- Issues of equality including issues of race will be taught to pupils as part of the school's PSHE curriculum at a level appropriate to their age.
- All pupils regardless of race or ethnic background will have full access to the curriculum and all extra-curricular activities.
- All staff will promote equality and diversity through their relationships with pupils, other staff, parents and the wider community.