

# Yeadon Westfield Infant School

## Equality Policy 2020

### Review 2023

*This school is committed to safeguarding and promoting the wellbeing of all children, and expects our staff, governors and volunteers to share this commitment. This policy should be read in conjunction with all other school policies.*

#### **Overview**

This policy reflects the Single Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975. This policy therefore supersedes all previous school policies on Disability, Ethnicity (ie Race) and Gender.

The Single Equality Act combines the existing three duties into one new Equality Duty that covers all seven of the equality strands: age, disability, gender, gender-identity, race, religion or belief and sexual orientation.

#### **Introduction**

Yeadon Westfield Infant School is committed to an inclusive ethos based on respect for, and celebration of, ethnic diversity. The school strives to prepare all pupils for living in a multi-cultural and multi-ethnic society. Education plays a vital role in influencing young people, because the views and attitudes they form as pupils will stay with them for the rest of their lives. In this school we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, everyone will be treated fairly ensuring access to an education that is based on individual needs and learning styles. This Equality Policy summarises the school's approach in ensuring equality for all.

#### **Aims**

At Yeadon Westfield Infant School we will continuously strive to ensure that everyone in our school is treated with respect and dignity. We aim to achieve this by:

- Ensuring that all learners have equal access to a rich, broad, balanced and relevant curriculum.
- Ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
- Eliminating any discrimination, harassment and victimisation.
- Making sure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs.
- Recognising and celebrating diversity within our community whilst promoting community cohesion.
- Making certain that this policy is applied to all we do.
- Ensuring that pupils and parents are fully involved in the provision made by the school.

- Guaranteeing that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive and preventative action is funded where necessary.

### **Good Practice**

At Yeadon Westfield Infant School we strive to achieve a cohesive community and expect that children respect one another and that their parents feel fully engaged in the school. The following practices will be adhered to:

- The positive achievements of all pupils will be celebrated and recognised.
- We will enhance a wider sense of community locally, as well as in the context of the UK and the World communities.
- We will support the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. Through our policies and actions we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.
- We will maintain the practice of logging racist incidents and reporting them to the local authority. We will monitor and log incidents that discriminate against children and young people or adults in our school.

### **Teaching and Learning**

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this teaching and learning will:

- Ensure equality of access for all pupils, and prepare them for life in a society of diverse cultures;
- Use materials that reflect a range of cultural backgrounds, learning styles and linguistic needs;
- Challenge racial discrimination and stereotyping, and teaches pupils how to recognise bias;
- Provide opportunities for pupils to maintain links with their own culture, while at the same time appreciating cultural diversity;
- Employ a range of styles, including collaborative learning, so that pupils can learn to value working together;
- Provide educational visits and extra curricular activities that reflect the diversity among our pupils;
- Take account of the performance of all pupils when planning for future learning, and setting challenging targets.

### **Monitoring and Evaluation**

- Monitoring and evaluation reviews carried out by the Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy.
- Monitoring will take place regularly to ensure all children make progress and necessary interventions are in place where children are not making expected development.
- Contributions will be sought from parents and other stakeholders to enrich teaching, learning and the curriculum.

- The Equality policy will be reviewed by the Governing Body, as part of its monitoring cycle.
- Governors will challenge school standards and performance across all relevant strands

### **Responsibilities**

In our school we all take responsibility for promoting equality, but the following have specific responsibilities:

- The governing body will seek to ensure that the school complies with the Equality policy including race relations and disability legislation, and that this policy and its procedures are implemented. A specific governor will be appointed to lead in this respect.
- The head teacher too, along with the governing body, will ensure that the policy and its procedures are implemented, that staff are aware of their responsibilities, that staff receive appropriate training and support in putting the policy into practice, and that disciplinary action is taken against staff or pupils who discriminate racially.
- All staff will deal with racist incidents in accordance with school procedures, and will know how to challenge racial bias and stereotyping. They will not discriminate on racial grounds.
- Teaching staff will offer full curriculum access to pupils from all groups, and will promote diversity and racial equality.
- Visitors and contractors will comply with the school's equality policy.

### **Staff recruitment and professional development**

- New staff will be made aware of our equality policy,
- Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.
- We will encourage representation on the school's governing body, parent representatives and volunteers to ensure it reflects the ethnic profile of our school.
- Governors and members of staff involved in the selection and appointment of other staff will ensure that the principles and practices of equality are adhered to. The school will supply the LA with data relating to the racial groups of people appointed to employment in this school.

### **Outcomes**

This policy will play an important part in the educational development of individual pupils by:

- Ensuring that all pupils are treated fairly.
- Making all reasonable adjustments to promote equal opportunity and equal treatment of all members of the school community.
- Encouraging pupil aspirations in ways that challenge stereotypes and existing inequalities in society

- Committing to meeting the individual needs of each child and will take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010.

### **Safeguarding**

Yeadon Westfield Infant School is committed to safeguarding and promoting the welfare of its pupils and expects all staff and volunteers to share this commitment.