

## Equality Policy

Date: May 2021

### 1. Introduction

This Policy applies to:

- the entire setting including the EYFS and after school and holiday clubs
- all staff, volunteers, pupils and visitors to Meadowpark school

We are committed to giving all our children every opportunity to achieve the highest of standards. We do this by taking account of pupils' varied experiences and needs. We offer a broad and balanced curriculum and have high expectations of all children. The achievements, attitudes and well-being of all our children matter.

This policy is intended to:

- a. Provide equality, fairness and respect for all pupils.
- b. Prevent unlawful discrimination based on any of the Equality Act (2010)'s protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender), gender reassignment and sexual orientation.
- c. Prevent all other forms of unlawful discrimination.

### 2. Aims and objectives

We aim to ensure that all children, irrespective of ethnicity, culture, religion, home language, family background, learning difficulties, disabilities, gender or ability, can experience a challenging and enjoyable programme of learning and development.

Equal opportunities underpin the value system of Meadowpark school.

- We teach, support and uphold the Fundamental British Values.
- We promote the principle of fairness and justice for all through the education that we provide in our school. We recognise that doing this may entail treating some pupils differently.
- We seek to provide all pupils with access to the full range of educational opportunities provided by the school.
- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone.
- We challenge personal prejudice and stereotypical views whenever they occur.
- We value each pupil's worth; we celebrate the individuality and cultural diversity of the community centred on our school, and we show respect for all minority groups.
- We teach pupils about being part of a diverse and multi-ethnic society.

### 3. Racial equality

In our school, we will:

- strive to eliminate all forms of racism and racial discrimination.
- promote equality of opportunity; and
- promote good relations between people of different racial, cultural and ethnic groups.

### 4. Inclusion

All reasonable steps are taken to ensure that children with an identified additional need will be given support as appropriate to enable them to benefit from the curriculum. This includes children that are more able, and those with specific learning difficulties and disabilities.

#### **5. Gender equality**

We are committed to seeing all individuals and groups of pupils making the best progress possible in our school.

Our aim is not only to encourage all pupils to oppose discrimination, but also to make sure they have the skills to challenge stereotyping as and when it occurs.

#### **6. The role of the Headteacher**

It is the role of the Headteacher to implement the school's policy on equal opportunities, and is supported by the Senior Leadership Team:

- to make sure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.
- to ensure that this policy is applied during the staff appointment process, so that no one is discriminated against.
- to promote the principle of equal opportunity when developing the curriculum, and in providing opportunities for training.
- to promote respect for other people in all aspects of school life; in the assembly, for example, respect for other people is a regular theme.
- to view all incidents of unfair treatment, and any racist incidents, with due concern.

#### **7. The role of the Class Teacher**

Class teachers actively strive to ensure that all pupils are treated fairly and with respect. We do not knowingly discriminate against any child.

When selecting classroom material, staff provide resources which give positive images, and which challenge stereotypical images of minority groups.

#### **Approval and Review**

The policy was approved by the Headteacher on 16th May 2021.

The renewal date is annually or earlier if there is a change in legislation.