



# Downview Primary School

## Single Equality Policy

Including Race, Disability and Gender.

**April 2014**

### INTRODUCTION

Downview Primary is a village primary school with 425 (48% girls 52% boys) children from a range of social backgrounds. The school's IMD (Index of multiple deprivation) is group 3 at KS1 and at KS2. Our FSM grouping is 3. There is a comprehensive range of academic ability. The ethnic mix is not marked but it is appreciated in the school community - 6% of the school population Year 1 - Year 6. The opinion of the school is that its neighbourhood is generally supportive of racial equality. It is the school's belief that cultural diversity enriches the community and assists with our understanding of the wider world and our place within it.

We believe that every pupil has the right of access to the whole curriculum, irrespective of gender, age, ethnic background, ability, disability, social circumstances, religion or culture.

We aim to foster positive and tolerant attitudes in all aspects of life.

### EXPECTATIONS

All members of the school community should behave in a responsible manner to both themselves and to others, showing consideration, courtesy and respect at all times.

All children should:-

- \* behave in a sensible and responsible manner
- \* be courteous and respectful to each other and all adults
- \* show respect for their own and other people's property
- \* respect their surroundings and keep the school environment tidy.

All adults should:-

- \* praise children rather than criticise
- \* treat children with courtesy, respect and consideration
- \* be aware of individual's needs and personalities
- \* be consistent in their reactions to children's behaviour

Parents are expected to actively support this policy.

### **STATEMENT OF INTENT**

All staff and adults associated with Downview Primary School will work to:-

- meet the specific needs of every individual, having regard for their cultural and educational background.
- ensure each child's particular gifts are catered for
- meet the needs of those with special difficulties
- develop the potential of all children, not least those whose achievements are sound rather than spectacular and those of shy or retiring personalities
- ensure any tasks within the school and classroom are shared equally between boys and girls
- ensure that opportunities are open to all as appropriate to their age
- ensure the curriculum is free of gender bias
- provide extra-curricular activities that are open to boys and girls
- maintain high expectations of all children
- acknowledge the existence of bullying and racism and take steps to prevent these
- to increase pupils' awareness of bias, prejudice or intolerance, in order to promote equal opportunity for all
- actively promote an appreciation of a range of cultures, especially, but not exclusively, of those reflected within the school population
- actively discourage any form of sexual harassment, bullying, racist comment or behaviour and sexism
- have clear procedures in place to ensure that all staff deal with all forms of bullying and harassment promptly, firmly and consistently
- ensure that all incidents are recorded and monitored.

## **EVALUATION CRITERIA**

All members of the school community:

- feel relaxed, self-confident and secure
- feel good about themselves and their families
- feel accepted and valued by others and in turn are able to reciprocate these feelings

Resources reflect and represent the lifestyle, traditions, culture of the widest possible range of communities so that the general knowledge, imagination and self-esteem of all is fostered.

Resources and teaching provide for the wide range of learning abilities and styles in the school.

Downview has a comprehensive PSHCE curriculum. All year groups address the theme of 'Caring'. Much of this work is targeted through 'Circle Time' sessions where the importance of the individual is made clear no matter what his/her abilities, aptitudes, ethnic background or religion. Within these sessions the unhappiness of any individual can initially be addressed and his/her importance to the school and wider community be reinforced.

## **ROLE OF THE HEADTEACHER**

**All incidents should be reported to the Headteacher**

It is the role of the headteacher to ensure that the monitoring of the progress of all children within Downview occurs. The headteacher will report to the governors' main meetings (FGB) on the collective progress of groups of children, including those in minority groups or with special needs. The headteacher will also report on any related fixed term or permanent exclusions.

(Equal Opportunities in Employment Policy, as an academy we fully adopt the above policy of WSCC.)

## **COMPLAINTS**

Complaints by staff will be dealt with under the Behaviour in the Workplace Policy for all school based staff.