

Equality Policy



Mansbridge Primary School

Approved by	Approved by Governing Body
Approval date	14 th July 2022
Review date	July 2026

Aims

The Governing Body of Mansbridge Primary School is committed to eliminating discrimination, advancing equality of opportunity and fostering good relationships between people of different groups amongst the whole school community. Our aim is that our community will be truly representative of all sections of society and each member of that community will feel respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our community and not to discriminate. This policy encompasses all “protected characteristics” age, disability, including mental health, gender re-assignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation and marriage or civil partnership.

All members of the school community will be treated fairly and with respect. All will be helped and encouraged to develop their full potential and the richness and diversity of talents and resources within the community will be fully recognised and celebrated.

Our commitment

- ❑ To create an environment in which individual differences and the contributions of all members of the school community are recognised and valued.
- ❑ To positively promote and rejoice in the richness and diversity of our school community within Southampton and to celebrate our common bonds fostering good relationships between people of different groups.
- ❑ To provide an environment that promotes dignity and respect to all and to ensure that all individuals within the school are entitled to learn, teach or work in a non-threatening and supportive environment in which self-esteem is enhanced. No form of intimidation, bullying or harassment will be tolerated.
- ❑ To ensure that all members of the school community have personal responsibility for the practical application of this Policy, which applies to the treatment of all stakeholders, the whole school community and the general public.
- ❑ To ensure that training is given to all staff and Governors on matters relating to Equal opportunities and diversity to ensure they understand their roles and responsibilities.
- ❑ To ensure that the Equal Opportunities principles are embedded across the Curriculum
- ❑ To acknowledge that equality within the school is good management practice and makes sound business sense.
- ❑ To define and identify unacceptable behaviour, whether direct, indirect, associative or perceptive discrimination (whether racist, sexist, or harassing) and offer strategies for dealing with the perpetrators and provide support for the victims.
- ❑ To ensure that any member of the school community who considers that he/she has been unfairly discriminated against is referred to and encouraged to use the Governing Body's Complaints Procedure as a first resort.
- ❑ To review all employment practices and procedures to ensure fairness.
- ❑ To make selection for employment on the basis of aptitude and ability only.
- ❑ To make training, development and progression opportunities available to all employees on the basis of aptitude and ability.
- ❑ To regard breaches of our equality policy by any employee as misconduct which could give rise to disciplinary proceedings.

- ❑ To ensure that any employee who considers that he/she has been unfairly discriminated against is referred to and encouraged to use the Governing Body's Grievance Procedure as a first resort.
- ❑ To ensure that this policy is fully supported by senior management. If there is any doubt about the terms of this Policy or the application thereof, this should be referred to the Head in the first instance and then to the Chair of Governors.

- ❑ To work towards ensuring that our teaching equipment, resources and materials, our classrooms and playgrounds allow all children and staff to have equal access.

- ❑ To challenge negative stereotypes by monitoring our use of displays and written messages, our assembly and discussion themes through Circle Time, PSHCE and SEAL work and through our provision of books and resources, our outings, visits and visitors. We will ensure that these reflect our cultural diversity.

- ❑ To monitor the effectiveness of this policy by careful analysis of performance indicators such as SATs results, pupil attendance, exclusions from the school, the SEN register, feedback from parents/carers and the wider community. School Council meetings, our school development plan and parallel staff development programmes will provide further mechanisms for monitoring the effectiveness of our procedures and for improving our work.