



Carr Infant and Nursery School

Equality & Objectives Policy

Approved by	Resources Committee
Previously Approved	November 2021
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Head teacher: L Flatters

Chair of Governors: Anthony Sinnott

Carr Infant School Equality - Information and Objectives

- At Carr Infant School we welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations to age (as appropriate), disability, ethnicity, gender, religion and belief, and sexual identity.
- We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their gender, race, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity.
- Carr Infant school aims to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation of diversity.
- We welcome our duty under the Education and Inspection Act 2006 to promote community cohesion.
- We recognise that these duties reflect international human rights standards as expressed in the UN convention of the Rights of the Child, the UN convention on the Rights of People with Disabilities, and the Human Right Act 1998.

Objectives

Objective 1: All members of our school community are of equal value.

We see all learners and potential learners, and their parents and carers, as well as staff, as of equal value.

- whether or not they are disabled
- whatever their age
- whatever their race, colour, nationality, ethnicity, culture, national origin or national status
- whatever their gender and gender identity
- whatever their religious or non-religious affiliation or faith background
- whatever their sexual identity
- if they are pregnant or on maternity
- whatever their marital or civil partner status

All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Objective 2: We recognise and respect difference

Treating people equally does not necessarily involve treating them all the same, our policies and procedures must take into account the kinds of barriers and disadvantage which people may face in relation to:

- disability, so that reasonable adjustments are made
- ethnicity, so that different cultural backgrounds and experiences of prejudice are recognised
- gender, so that the different needs and experiences of girls and boys, and men and women are recognised.
- religion, belief or faith background
- sexual identity

At Carr Infant School, our pupils are taught to be:

- understanding of others
- celebratory of cultural diversity
- inclusive

Objective 3: We foster positive attitudes and relationships and promote:

- positive attitudes towards disabled people and good relations between disabled and non-disabled people
- positive interaction and good relations between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status
- mutual respect and good relations between boys and girls and women and men.

The school's employees will not:

- Discriminate against any member of the school.
- Treat other members of the school unfairly.

The school's employees will:

- Promote diversity equality
- Encourage and adopt an inclusive attitude
- Lead by example

Objective 4: We observe good equalities practice in staff recruitment, retention and development.

We ensure that policies and procedures should benefit all employees

- whatever their age
- whether or not they are disabled
- whatever their ethnicity, culture, religion, national origin or national status
- whatever their gender, sexual identity and with full respect for legal rights relating to pregnancy and maternity.

Objective 5: We aim to reduce and remove inequality and barriers that already exist between:

- disabled and non-disabled people
- people of difference ethnic, cultural and religious backgrounds
- girls and boy, men and women, regardless of sexual orientation

Objective 6: Society as a whole should benefit

We intend that our policies should benefit society as a whole by fostering greater social cohesion of:

- disabled and non-disabled people
- people of difference ethnic, cultural and religious backgrounds
- girls and boy, men and women, regardless of sexual orientation

The Curriculum

We keep each curriculum subject or area under review in order to ensure that teaching and learning reflect the 6 objectives set out above. We are committed to having a fair and balanced curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding to help ensure that pupils become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination, and instead promotes inclusive attitudes.

Ethos and organisation

We ensure that the 6 objectives above apply to the full range of our policies and practices, including those that are concerned with:

- pupils' progress, attainment and achievement
- pupils' personal development, welfare and well-being
- teaching styles and strategies
- admissions and attendance
- staff recruitment, retention and professional development
- care, guidance and support
- behaviour, discipline and exclusions
- working in partnership with parents, carers and guardians
- working with the wider community

Addressing prejudice and prejudice related bullying

The school is opposed to all forms of prejudice which stand in the way of fulfilling the legal duties :

- prejudice around disability and special educational needs
- prejudice around racism and xenophobia, including those that are directed towards religious groups and communities, and those that are directed against Travellers, migrants, refugees and people seeking asylum
- prejudice reflecting sexism and homophobia

Carr Infants does not tolerate any form of prejudice related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through a thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

There is guidance in the Anti- Bullying and Child Protection and Safeguarding Policies on how prejudice related incidents should be identified, assessed, recorded and dealt with.

We take seriously our obligation to report regularly to the local authority about the numbers, types and seriousness of prejudice related incidents at our school and how they were dealt with.

Roles and responsibilities

The governing body is responsible for ensuring that the school complies with legislation and that this policy and its related procedures and strategies are implemented.

A member of the governing body (Sharon Botterill) has a watching brief regarding the implementation of this policy.

The Head teacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support and for taking appropriate action in any cases of unlawful discrimination.

All staff are expected to:

- promote an inclusive and collaborative ethos in their classroom
- deal with any prejudice related incidents that may occur
- identify and challenge bias and stereotyping in the curriculum
- support students in their class for whom English is an additional language
- keep up-to-date with equalities legislation relevant to their work.

Information and resources

We ensure that the content of this policy is known to all staff and governors and, as appropriate, to all pupils and their parents and carers.

All staff and governors have access to a selection of resources which discuss and explain concepts of equality, diversity and community cohesion.

Religious observance

We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice. We will also respect the right of parents to withdraw their children from classes which pose conflicts to their own beliefs.

Staff development and training

We ensure that all staff receive appropriate training and opportunities for professional development.