



Lead member of staff	Head Teacher
Governor Committee	Finance and Staffing and FGB
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Downview Primary School Equality Policy

INTRODUCTION

Downview Primary School is a school with 589 children from diverse backgrounds. 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. Downview Primary believes 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 show consideration, courtesy and respect at all times.

All children should:-

- * Behave in a sensible and responsible manner
- * Be courteous and respectful to each other
- * Show respect for their own and other people's property
- * Respect their surroundings and keep the school environment tidy

All adults should:-

- * Praise children
- * Treat children with courtesy, respect and consideration
- * Be aware of individual's needs and personalities
- * Be consistent in their reactions to children's behaviour

Our school is committed to:

- * Dealing firmly with any incidents of discrimination; indirect discrimination, harassment or victimisation
- * Challenging bullying and stereotyping
- * Recognising the value of diverse and inclusive communities
- * Using resources that reflect the diversity of the school populations and local community

- * Providing opportunities for pupils to appreciate their own culture and to celebrate diversity

INTENTION

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

- meet the specific needs of every individual
- ensure each child's particular gifts are catered for
- meet the needs of those with special difficulties
- ensure that opportunities are available for all (age appropriate)
- ensure the curriculum including extracurricular is free of gender bias
- maintain high expectations of all children

- acknowledge the existence of bullying and racism and take preventative steps
- to increase pupils’ awareness of bias, prejudice or intolerance, in order to promote equal opportunity for all

EVALUATION CRITERIA

All members of the school community:

- feel self-confident and secure
- feel happy about themselves and their families
- feel accepted and valued by others

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 is regular and robust. 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 educational needs.

Roles	
Headteacher	To promote key messages to staff, parents and pupils about equality and what is expected of them To ensure that the school community receives training to deliver the equality objectives To ensure that all staff are aware of their responsibility to report and record prejudice related incidents To ensure fair treatment and access to opportunities To monitor progress towards achieving equality objectives, including Gender Pay Gap reporting, as may be required
Teachers	To deliver positive outcomes for all pupils To deliver an inclusive curriculum To employ inclusive teaching and learning strategies To uphold the commitment made to pupils, parents and carers about how they can expect to be treated
Support Staff	To support our aims of delivering fair and equitable service to all To uphold the commitment made to pupils, parents and carers about how they can expect to be treated