



## Equality Policy

Responsible Staff member: Zoë Jones

Governor Lead: ?

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This policy sets out Guildford Grove's approach to promoting equality, as defined within the Equality Act (2010). It covers age, sex, race, disability, religion or belief, sexual orientation, pupils/staff/parents/carers who are pregnant, undergoing or who have undergone gender reassignment.

## **The School Context**

The school is located in Westborough Ward in the north west of Guildford, where there are relatively high levels of deprivation compared to the rest of Surrey. The majority of our children live in council accommodation and many experience cramped living conditions. Our proximity to the university and the hospital has resulted in our having a significant number of families and pupils for whom English is an additional language with pupils speaking approximately 30 different languages. The school has children with a range of special needs including a small group with physical disabilities and sensory impairment.

## **Equality – aims and values**

Guildford Grove aims to provide equality and excellence for all in order to promote the highest possible standards. Our work at Guildford Grove aims to create a common vision and sense of belonging amongst all communities - a society in which the diversity of people's backgrounds and circumstances is appreciated and valued. We promote a society in which similar life opportunities are available to all and a society in which strong and positive relationships exist and continue to be developed in the school and in the wider community.

These aims and values will enable us to:

- Close the attainment and achievement gap
- Develop common values of citizenship based on dialogue, mutual respect and acceptance of diversity
- Contribute to building good community relations and challenge all types of discrimination and inequality
- Remove barriers to access, participation, progression, attainment and achievement.

## **Promoting Equality**

The overall objective of Guildford Grove's Equality Policy is to provide a framework for the school to pursue its equality duties, to eliminate unlawful discrimination and harassment, promote equality of opportunity, and promote good relations and positive attitudes between people of diverse backgrounds in all of our activities.

Through the Equality Policy, Guildford Grove will seek to ensure that no children, staff, parents, guardians or carers or any other person, through their contact with the setting, receives less favourable treatment on any grounds which cannot be shown to be justified. This includes the protected characteristics identified within the Equalities Act (2010) ie. age, sex, race, disability, religion or belief, sexual orientation, pupils/staff/parents/carers who are pregnant, undergoing or who have undergone gender reassignment, ethnic or national origin, language, marital or civil partnership status, responsibility for children or other dependants, trade union or political activities, social class, where the person lives or spent convictions.

## **Roles and Responsibilities**

**School governors are responsible for:**

- making sure the school comply with current equality legislation
- making sure this policy and its procedures are followed.

**The Headteachers are responsible for:**

- making sure the policy is readily available and that the governors, staff, children and their parents/carers and families know about it
- making sure its procedures are followed
- producing regular information for staff and governors about the policy and how it is working, and providing training for them on the policy, if necessary
- making sure all staff know their responsibilities and receive training and support in carrying these out
- taking appropriate action in cases of harassment and discrimination.

**All staff are responsible for:**

- modelling good practice, dealing with discriminatory incidents and being able to recognise and tackle bias and stereotyping
- promoting equality and avoiding discrimination against everyone
- keeping up to date with the law on discrimination and taking training and learning opportunities.
- reporting any incidents on CPOMS

**Pupils are responsible for:**

- keeping equality and diversity issues on the School Council agenda, through a shared input with staff on developing policies relating to this area. This may include:
  - the anti-bullying policy and specifically racist and homophobic bullying
  - developing school/class rules which challenge discriminatory behaviour

**Parents/Carers are responsible for:**

- Supporting the school by adhering to the content of this policy.

**Visitors and contractors are responsible for:**

- knowing and following our Equality Policy.

**Responsibility for overseeing equality practices in the school lies with Lucy Ryder, Co-Head and the GEP Local Academy Committee (LAC).**

Responsibilities include:

- coordinating and monitoring work on equality issues
- dealing with and monitoring reports of harassment (including racist and homophobic incidents)
- monitoring the progress and attainment of potentially vulnerable groups of children (e.g. children in care, children from minority ethnic/language or traveller communities, disabled pupils etc)
- monitoring exclusions.

**Monitoring, Reviewing and Assessing Impact:**

Guildford Grove's Equality Policy is supported by a Single Equality Scheme which is linked to the school development plan and includes evidence of analysis and engagement in promoting equality.

The Equality Policy underpins all other school policies in order that the general principles of equality apply to all aspects of school life.