

# HILL VIEW SCHOOL

## EQUALITY POLICY

Reviewed Apr 2015, Updated February 2017

*Hill View School believes in access to education for all. We are committed to promoting equality and taking positive steps to ensure everyone receives equal opportunity to achieve and progress, equality of treatment and the chance to challenge stereotypes. We celebrate differences and enjoy the diversity our range of individuality brings. We recognise the importance of protecting children from discrimination of any sort and strive to ensure the school community is treated with respect and dignity.*

*The school and its staff are fully committed to promoting equality and good relations. Our curriculum provides many opportunities for developing attitudes and views on discrimination, harmony and tolerance of different groups.*

*This policy and the procedures within it have been reviewed with reference to equalities, human rights and discrimination legislation in accordance with the Public Sector Equality Duty guidelines.*

### AIMS

*We aim for everyone to feel valued within our school. We do not discriminate directly or indirectly against anyone on the grounds of colour, race, nationality, belief, sexuality, gender, home background or academic ability.*

*We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity (positive discrimination), foster good relations among all members of the school community and promote community cohesion. We work together to ensure those with protected characteristics are not discriminated against and are given equality of opportunity. We encourage individuals to exercise and reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities and the Human Rights Act 1998.*

*We recognise that we have to make special efforts to make sure all groups prosper, in particular:*

- Boys, girls, men and women;*
- All minority ethnic groups including travellers, refugees and asylum seekers;*
- Pupils or families with different religions or beliefs;*
- Pupils and others with Special Educational Needs;*
- Pupils and others with a range of disabilities;*
- Children looked after and their carers;*
- Adopted children and those living under special guardianships;*
- Children or staff who are, or who live with those who are, gay or lesbian;*
- Staff who are pregnant or have just given birth; and*
- Staff or the children of parents undergoing gender reassignment.*

*Our school community represents a wide range of people. On the 'Equalities' page of our website we publish details showing the diversity of our community.*

We work together to:

- ensure everyone feels safe, valued and welcome in our school;
- prepare our children for life in a diverse and multi-ethnic society;
- ensure all pupils have equality of opportunity to achieve to their full capabilities;
- value equally all members of our school community;
- have high expectations of all pupils;
- encourage every member of the school community to have a positive self-image and high self-esteem;
- promote tolerance, respect, and value and celebrate differences;
- educate our children about prejudice, how discrimination occurs and how to challenge those issues;
- oppose all forms of discrimination and harassment;
- promote mutual respect and valuing each others' similarities and differences;
- provide a positive ethos and environment;
- make inclusion a continuous consideration;
- promote fundamental British values;
- record and deal with discriminatory incidents quickly and effectively; and
- monitor, evaluate and review practice to secure continuous improvement in our approach to the promotion of equality.

The school promotes equality of opportunity in:

- pupils' progress and attainment;
- behaviour, discipline and exclusion;
- personal development and pastoral care;
- content and access to the curriculum;
- admission and attendance;
- staff recruitment and professional development; and
- partnerships with parents and the community.

We have identified issues that may be barriers to effective learning and successful working within our school and we work together to reduce the impact of these. They include in particular:

- low self-esteem and low expectations;
- peer group pressure and/or bullying, harassment and social exclusion;
- the impact of low income on participation in some aspects of school life;
- the impact of low parental support or expectation;
- the impact of a lack of stability in home lives;
- the impact of lateness and absence, especially if frequent or prolonged;
- the impact of low levels of support with emotional, physical and mental well-being;
- language difficulties;
- Special Educational Needs and Disabilities; and
- Difficulties with physical access to school facilities or services.

We aim to take action to alleviate disadvantage or meet the needs of individuals where appropriate, and will use Pupil Premium funding to support this where necessary including providing vulnerable children and families with opportunities that may otherwise be out of their reach.

## EQUAL OPPORTUNITY

*All children and adults within the Hill View Community have the right to be treated with respect and have equal access to daily school life*

Everyone has a right to:

- *be able to study, learn and work free from fear, prejudice and discrimination;*
- *physical, emotional and verbal respect in an environment free from violence, bullying and abusive language;*
- *be respected for their gender, race and age;*
- *be free from sexually inappropriate comments, harassment and inappropriate use of humour;*
- *keep their property safe;*
- *equal access to all elements of school life including admission, trips, courses, promotions, extra-curricular activities, residential visits;*

*(A number of policies support these principles, in particular the: Anti-Bullying, Dignity at Work, Behaviour and Relationships, Whistleblowing, Oxon Admissions policy and Charging for Trips policies)*

## DEFINITIONS

- **Unlawful direct discrimination** *is when a person is treated less favourably than others in comparable circumstances because of a special characteristic such as age, gender, disability, sexuality or race;*
- **Indirect discrimination** *is when a provision, criterion or practice is applied equally to all but has a different impact on members of one or more protected groups, resulting in some being placed at a disadvantage;*
- **Victimisation** *is when a person is treated less favourable because they have taken action in respect of discrimination eg by bringing complaint or giving evidence for a colleague;*
- **Harassment** *is when there is unwanted conduct which violates a person's dignity or creates intimidating, hostile, degrading, humiliating or offensive environment for them on the grounds of one the relevant characteristics eg race, gender, sexuality etc.*

## PROCEDURES

*Hill View School believes in proactive promotion of equality and appropriate reaction to incidents that may be of a discriminatory nature, whether intentional or unintentional.*

*To do this, we:*

- *ensure all relevant legislation is adhered to;*
- *communicate our commitment to equality and diversity to all members of the school community through school displays and via the school website;*
- *implement the Dignity at Work Policy;*
- *ensure all staff, pupils, volunteers and governors understand their responsibilities in promoting and maintaining equality;*
- *promote the Spiritual, Moral, Social and Cultural development of a pupils through:*

- the curriculum (especially our topics, RE and circle times) which includes opportunities for children to: explore and celebrate differences between themselves and others; become aware of the effect of their own and others' behaviour; and become more tolerant of each other;
- weekly assemblies which celebrate success of all individuals;
- regular assemblies which address issues of bullying; prejudice; and encourage respect and tolerance of others;
- regular assemblies which explore rights, responsibilities, characteristics, fundamental British values and other moral and social focusses, and;
- within KS2 three lessons across the year led by Senior Leaders focussing on fundamental British Values
- follow the Golden Rules, Stars & Clouds and Housepoints systems to encourage respect and good behaviour and tackle inappropriate decisions;
- give equal access to positions of responsibility;
- record all incidents of a serious nature including those indicating discrimination, both intentional and unintentional;
- act upon any incident of discrimination including policy change where appropriate;
- work to improve attendance and punctuality;
- follow Oxfordshire Admissions policy;
- have open and trusting relationships between staff and pupils;
- work to provide (through class teaching, intervention, pupil premium funding and additional support) to provide every child the best opportunity to fulfil their academic potential and become a happy and confident individual;
- evaluate the performance of groups of children including that of boys, girls, those with EAL, SEND, those who attract PP funding are Looked After or those who are Just About Managing (JAMs) to identify possible barriers to learning and opportunities to improve access to education;
- use pupil premium funding to provide vulnerable families and children access to a wider range of opportunities than may be within their reach;
- thoroughly investigate any complaint or allegation of discrimination or prejudice (see Complaints/Allegations policy); and
- recognise that repeated discriminatory incidents or a single serious incident may lead to consideration under safeguarding procedures.

Hill View School recognises and takes action to support all individuals and notes that some groups may be more vulnerable to discrimination. For example, those who:

- are disabled or have special educational needs;
- have difficult home lives;
- live in some degree of poverty;
- live away from home;
- have transient lifestyles;
- are from a different race, ethnicity, religion or sexual orientation; or
- do not have English as a first language

Care and consideration will be given to all who report or show any signs of discrimination or prejudice but particular attention will be given to those who may be more vulnerable as detailed above.

## RESPONSIBILITIES

### *The Governing Body:*

- *ensures the school complies with relevant legislation;*
- *ensures this policy is implemented;*
- *monitors reported incidences of discrimination or prejudice; and*
- *reviews this policy annually.*

### *The Headteacher and Senior Leaders:*

- *treat all individuals equally;*
- *promote the positive ethos of the school, encouraging tolerance and celebration of difference;*
- *promote fundamental British values;*
- *ensure the day-to-day implementation of this policy;*
- *ensure that all members of the Hill View Community are aware of their responsibilities with regard to equality;*
- *keep records of reported incidents of discrimination or prejudice;*
- *investigate and, if necessary, take appropriate action in reported cases of discrimination;*
- *in serious cases, will follow the school's Complaints and Allegations Policy following a report; and*
- *ensure all staff receive appropriate training, guidance and support.*

### *All staff and volunteers:*

- *treat all children equally;*
- *support the positive ethos of the school and promote equality;*
- *record, report and investigate discriminatory incidents that are reported;*
- *know how to identify and challenge bias and prejudice;*
- *encourage children to be open and honest about their experiences;*
- *encourage children to share in and celebrate similarities and differences; and*
- *incorporate principles of equality and diversity into all aspects of their work.*

### *All pupils:*

- *learn how to treat each other with respect; and*
- *know they can report any incident of a discrimination to an adult.*

*The school recognises that some children may be at increased risk of discrimination or maltreatment and takes special consideration for the welfare of these pupils. This policy supports and complements Hill View's Safeguarding policy to ensure the school takes all necessary steps to protect the welfare of all children in our care.*

*The drive for Equality is supported by many policies including, and in particular, our Anti-Bullying, Complaints/Allegations, Behaviour & Relationships, Dignity at Work, Continued Professional Development; SEN and Inclusion, Charging for Trips and Whistleblowing policies. Our Serious Incident records are a key support to identifying and tackling discrimination.*

*A copy of this policy is included in Hill View School's Safeguarding and Equality Portfolios which are held in the staff room, a hard copy is available on request from the school office. They can be viewed at any time through the school website. [www.hillview-school.com](http://www.hillview-school.com)*