

FRONT STREET COMMUNITY PRIMARY SCHOOL



EQUAL OPPORTUNITIES AND EQUALITY POLICY September 2024



Our School Commitment

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
- **Foster good relations** between people who share a protected characteristic and people who do not share it

It is our aim to prepare children for life in modern Britain and to achieve more. Children need to learn and understand what life is like in a multi-cultural society and grow up knowing understanding the importance of equality and respect (Equality Act 2010) ensuring that the needs of all pupils are appropriately met. At Front Street we embrace diversity: this includes tolerance of race, gender, religion, sexual orientation and disabilities.

Equality

At Front Street Primary School:-

- We try to ensure that everyone is treated fairly and respectfully
- We want to make sure that our school is a safe and secure place for everyone
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them the same
- We aim to make sure that no-one experiences less favourable treatment or discrimination because of:
 - their age
 - a disability
 - their ethnicity, colour or national origin
 - their gender
 - their gender identity (they have reassigned or plan to reassign their gender)
 - their marital or civil partnership status
 - their being pregnant or having recently had a baby
 - their religion or belief
 - their sexual identity and orientation

We recognise that some children need extra support to help them to achieve and be successful.

We try to make sure that people from different groups are consulted and are involved in our decisions, especially children, parents and those of us who can be treated less favourably.

The vision for all at Front Street is:
'Believe. Achieve. Together we Succeed.'

This is underpinned by our school rights:
To learn. To be safe. To be treated with respect.

We are a Rights Respecting School.
Equal Opportunities

We aim, within Front Street Primary School, to provide equality of opportunity for all children whatever their age, ability, gender, race or background. We want all our pupils to achieve their full potential during their time with us. As such, we work to ensure that our expectations, attitudes, and practices do not prevent any child from reaching their potential.

We recognise that a child's self perception can be influenced by his/her environment and so we aim to enhance our children's self-esteem and self-confidence by positively working to reduce any bias and promoting equality of opportunity. We also recognise that such perceptions are influenced by other factors including home, peer group and the media.

As a school we work to incorporate the local authority's guidelines for Equal Opportunity into our primary practice. Certain strategies are employed to ensure that the cross-curricular dimension of equal opportunity permeates all of the life and work of the school.

Children have equal opportunity within and equal access to all areas of the whole school curriculum. This includes both the Programmes of Study and Attainment Targets for the National Curriculum subjects; other subject areas currently outside the National Curriculum and areas such as extra-curricular activities. Children are encouraged to participate equally in the full range of activities both inside and outside the classroom.

- Materials are carefully selected for all areas of the curriculum so as to avoid bias
- Teacher time, attention and all resources are given equally to all children.
- All children are encouraged to work and play freely with others.
- Opportunities are given for children to work with all teaching and non-teaching staff.
- Equality amongst children is recognised when giving/delegating responsibility and noting the achievements of both staff and children.
- Discipline procedures - notably rewards and sanctions - are the same for all children.
- Our school uniform policy reflects equality of opportunity for all children
- Children and all staff are encouraged to value each other and build up and maintain cooperative working relationships both within school and in the community, such relationships being based on mutual respect for each other
- Any differences which arise inside or outside the classroom are dealt with sensitively and are discussed with the children.
- Practices and approaches involving equal opportunity are regularly reviewed by all members of staff.

Accessibility

The Accessibility Plan is produced to complement and support the school's Equality Objectives, and is published on the school website. We understand that the Local Authority will monitor the school's activity under the Equality Act 2010 (and in particular Schedule 10 regarding Accessibility) and will advise upon the compliance with that duty.

We welcome our duties:-

- To promote community cohesion (under the Education and Inspections Act 2006)
- To eliminate discrimination, advance equality of opportunity and foster good relations (under the Equality Act 2010)

As part of this we will:

- Outline how we have due regard for equality and how we promote community cohesion
- Publish equality objectives to show how we plan to tackle particular inequalities and improve what we do
- Report against our equality objectives.

For more information please contact:

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