



Equality Statement

Date: May 2020

Review date: December 2021

Approved by the Advisory Board: December 2020

Linked with other policies:

- Safeguarding incorporating Child Protection
- Behaviour
- Anti-Bullying
- SEN
- Complaints

Signed:

A handwritten signature in blue ink, which appears to be 'S. Day', is written next to the 'Signed:' label.

Aims and Objectives

All Saints School does not discriminate against anyone, staff or student, on the grounds of their gender, race, colour, religion, ability, nationality, ethnic or national origins. This is in line with the Equality Act (1 October 2010), which replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. It replaced nine major Acts of Parliament and almost a hundred sets of regulations. The Act provides a single, consolidated source of discrimination law.

We promote the principles of fairness and justice for all through the education that we provide in our school.

At All Saints School, we try to ensure that all students have equal access to the full range of educational opportunities provided by the school.

We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.

All Saints School ensures that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.

We challenge stereotyping and prejudice whenever it occurs.

We celebrate the cultural diversity of our community and show respect for all minority groups.

All Saints School is aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

Anti-Racism

It is the right of all students to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident.

Any racist behaviour is recorded in the Racial Incidents File which is kept in the Headteacher's office and incidents are recorded on the Safeguarding spreadsheet kept in the Headteacher's office.

Should anyone at our school be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have.

We endeavour to make our school welcoming to all minority groups. For example, we will immediately remove any offensive graffiti we find in school. If such an incident occurs, the Headteacher will investigate immediately and the offender will be sanctioned and his/her parents will be informed. We promote an understanding of different cultures through the topics studied by the students, across the curriculum and we reflect this in the displays of work shown around the school.

Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups.

The Role of the Headteacher

- To implement the school's equality statement
- To ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations

- To ensure that all recruitment panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities
- To promote the principle of equal opportunity when developing the curriculum, and to promote respect for other people in all aspects of school life, for example, in assembly, where respect for other people is a regular theme, and in displays shown around the school.

The Headteacher treats all incidents of unfair treatment and any racist incidents with due seriousness.

The Role of the Class Teacher

- Our class teachers ensure that all students are treated fairly, equally and with respect. We do not discriminate against any student.
- When selecting classroom material, teachers pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.
- When designing schemes of work, teachers use this policy as guidance in choices of topics to study, and in how to approach sensitive issues. For example, History topics in our school include examples of the significant contributions women have made to developments in this country's history. In Geography, topics the teacher attempts to counter stereotypical images of Africa and Asia and to show the true diversity of development in different parts of the world.
- All our teachers challenge any incidents of prejudice or racism.
- Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

Monitoring and Review

It is the responsibility of the Headteacher to monitor the effectiveness of this Equality Statement.

The Headteacher does this by:

- monitoring the progress of students of minority groups and comparing it to the progress made by other students in the school;
- monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against;
- taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or students;
- monitoring the school behaviour and exclusions policy, so those students from minority groups are not unfairly treated.

All Saints School has a Complaints Policy in the event of a complaint made about an issue in the school.