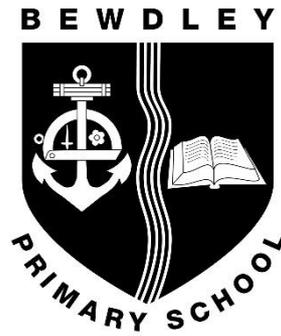


**Reviewed Sept 2018**  
**Next Review Sept 2021**



## **Equal Opportunities and Race Equality Policy**

*Bewdley Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff, governors and volunteers to share this commitment.*

## **Introduction**

This policy statement outlines the commitment of the staff and Governors of Bewdley Primary School to ensure that equality of opportunity is available to all members of the school community. These include:

- Pupils
- Teaching staff
- Support staff
- Parents
- Governors
- Visitors to the school
- Students on placement

Equal opportunities should permeate all aspects of school life, and is the responsibility of every member of the school community.

The implementation of the policy is the responsibility of all individuals within the school community. The responsibility for keeping the issue of equal opportunity at a high level of priority at all times and in all areas, is that of the head teacher.

All members of the school community should be aware that every individual has a right to be considered of equal value and be given equal opportunities regardless of:

- Ethnicity
- Gender (including Transgender)
- Social background
- Ability/Disability
- HIV/AIDS
- Belief
- Age
- Marital status
- Nationality/Citizenship
- Sexual orientation

In the context of the school we feel the most appropriate definition is that: Equal opportunity is the right of everyone to equal chances, and each individual is respected for who they are.

### **1. Equal Opportunities Statements of Principle**

- Discrimination on the basis of creed, colour, culture, origin, domestic background and ability is unacceptable in our school
- Every person in school will contribute towards a happy and caring environment by showing respect for and appreciation of each other, as individuals
- An objective for our school will be to educate, develop and prepare children, whatever their creed, culture, colour, origin or ability, for life
- An equal opportunities philosophy will be practised by all staff
- We promote the principles of fairness and justice for all through the education that we provide in our school

- We ensure that all pupils have equal access to the full range of educational opportunities provided by the school

## **2. Race Equality Statement of Principles**

- We are committed to combating racial discrimination and racial harassment by challenging stereotyping and prejudice whenever it occurs
- As our school is not ethnically very diverse we are conscious of the need to put effort into the celebration of cultural diversity of our community and show respect for all minority groups
- We endeavour to make the school a welcoming place for all ethnic and national groups represented in the community
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve

## **3. Leadership, Management and Governance**

- The whole school will be proactive in promoting racial equality, good race relations and in tackling unlawful discrimination. This will be achieved through the intercultural dimensions planned into school assemblies, whole school themes and lesson planning, through the school ethos in action, and through the wider curriculum
- We will encourage, support and enable all pupils to achieve at Bewdley Primary School
- We will create an environment which respects and values cultural, linguistic and religious differences

## **4. Roles and Responsibilities**

- The Governing Body is responsible for ensuring that the school fulfils its legal responsibilities and that the policy and its related procedures and strategies are implemented
- The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities, are given appropriate training and support, and for taking appropriate action in any case of unlawful discrimination
- The head teacher is responsible for co-ordinating racial equality work and dealing with reported incidents of racism and harassment. All incidents are recorded and stored by the headteacher.
- All staff are expected to deal with racist incidents that may occur; to know how to identify and challenge any cultural bias and stereotyping; to support pupils in their class for whom English is an Additional Language and to incorporate principles of equality and diversity into all aspects of their work
- Visitors and contractors will be expected to comply with the school's equal opportunities and race equality policy

## **5. Policy Planning and Review**

We will ensure that the principles and procedures above feature in all policies and practices, especially,

- Pupil's progress, attainment and assessment, including ethnic monitoring
- Behaviour, discipline and exclusions
- Teaching and Learning
- Admissions and Attendance
- The Content of the Curriculum
- Staff Recruitment and Professional development

- Partnership with Parents and Communities

## 6. Implementing the Policy

We will ensure the implementation of the policy through:

- Monitoring. Staff with responsibilities for the area outlined above will monitor the effectiveness and impact of the race equality and equal opportunities policy
- Awareness. The policy will be available to Parents, governors, teaching and teaching staff electronically and /or printed

## 7. Monitoring and Evaluation

- The Headteacher will collect, study and use quantitative and qualitative data relating to the implementation of this policy and report to the Governors.
- The progress and targets of ethnic minority children will be monitored on a termly basis.
- School self reviews and policy reviews will include race equality impact questions and be used to inform planning and decision making.

## 8. Staffing and Staff Development

- We recognise the need for positive role models and distribution of responsibility among staff.
- We undertake to encourage the career development and aspirations of all individuals.
- It is our policy to provide staff with training and development, which will increase awareness of the needs of different groups of pupils in the various dimensions of equality of opportunity.

## 9. Legislation

We are bound by the legal requirements of the following legislation:

- The Sex Discrimination Act 1995
- Human Rights Act 1998
- Civil Partnership Act 2004
- Gender Recognition Act 2004
- The Equality Act 2010
- [The Race Relations Amendment Act 2000](#)
- [The Disability Discrimination Act 1995](#)
- [The Disability Discrimination Act \(Amendment\) Regulations 2003](#)
- The Disability Discrimination Act 2005
- The Disability Discrimination (Public Authorities) (Statutory Duties) Regulations 2005
- The Special Educational Needs and Disability Act (SENDA) 2001
- [The Disability \(Pensions\) Regulations 2003](#)
- [The Disability Rights Commission Act 1999](#)
- [The Education \(Modification of Enactments Relating to Employment\) Order 2003](#): SI 2003/1964
- [The Education Act 1996: Part IV](#)
- The Employment Equality (Age) Regulations 2006:
- The Employment Equality (Sex Discrimination) Regulations 2005
- [The Employment Equality \(Religion or Belief\) Regulations 2003](#): SI 2003/1660
- [The Employment Equality \(Sexual Orientation\) Regulations 2003](#): SI 2003/1661
- The Equality Act 2006