



Castle View Primary School

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SINGLE EQUALITIES POLICY

1. Statement of Principles

This policy outlines the commitment of the staff, pupils and governors of Castle View Primary School to ensure that equality of opportunity is available to all members of the school community. For our school this means not simply treating everybody the same, but understanding and tackling the different barriers which could lead to unequal outcomes for different groups of pupils in school, whilst celebrating and valuing the achievements and strengths of all members of the school community.

These include:

- Pupils
- Staff
- Parents/carers
- The governing body
- Multi-agency staff linked to the school
- Visitors to school
- Students on placement

We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth. At Castle View Primary School, equality is a key principle for treating all people fairly and creating a society in which everyone has the opportunity to fulfil their potential - irrespective of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination.

2. School in Context –

Although white British pupils make up the majority of the school roll, there are children from a wide range of ethnic groups, religious faiths and nationalities in the school. The governing body aims to reflect a cross-section of the school community - The school records the number of pupils with a known disability - The school records the number of staff and governors who have a disability - Most areas of the school can be accessed from outside, and there is a ground floor disabled toilet and shower. However, movement between parts of the building is limited by internal stairs.

3. Ethos and Atmosphere –

At Castle View Primary School, the leadership of the school community will demonstrate mutual respect between all members of the school community - School leaders cultivate an atmosphere which welcomes everyone to the school - All within the school community will challenge any

type of discriminatory and/or bullying behaviour, eg. through unwanted attention (verbal or physical) and unwelcome or offensive remarks or suggestions - Harassment or discrimination are not accepted and staff work hard with pupils to ensure that they feel confident to report anything which might concern them. - All pupils are encouraged to greet visitors to the school with friendliness and respect. Provision is made to cater for the spiritual needs of all the children through planning of assemblies, classroom based and externally based activities. Our children visit a range of religious places of worship, during Key Stage 2. The school serves an area of mixed housing in the city with levels of deprivation higher than the national average. The predominant ethnic group is "white British". However, the school's proximity to two universities means that it attracts children from overseas of different ethnic groups and nationalities, who may be here on a temporary or permanent basis. There is an international feel to the school and the children benefit from learning as part of a rich and varied community.

4. Monitoring and Review

Castle View Primary School is an inclusive school, working towards greater equality in the whole school community. We use the curriculum and teaching to enhance the self-esteem of all those it serves and to provide a learning environment in which each individual is encouraged to fulfil her or his potential. We make regular assessments of pupils' learning and use this information to track pupils' progress, as they move through the school. As part of this process, we regularly monitor the performance of different groups, to ensure that all groups of pupils are making the best possible progress. We use this information to adjust future teaching and learning plans, as necessary. - Resources are available to support groups of pupils where the information suggests that progress is not as good as it should be. The governing body receives regular updates on pupil performance information. - School performance information is compared to national data and local authority data, to ensure that pupils are making appropriate progress when compared to all schools, and to schools in similar circumstances. As well as monitoring pupil performance information, we also regularly monitor a range of other information. This relates to: - Attendance - Exclusions and truancy - Racism, disability, sexism, homophobia and all forms of bullying - This allows us to take appropriate action to meet the needs of specific groups in order to make necessary improvements. Castle View Primary School is also committed to providing a working environment free from discrimination, bullying, harassment and victimisation. We aim to recruit an appropriately qualified workforce and establish a governing body that is representative of all sections of the community in order to respect and respond to the diverse needs of our population. We collect and analyse a range of profile information for our staff and governors about: - application and appointments - maintenance of a profile of our staff and governing body - selection for and attendance of training events - disciplinary and grievance cases - selection for redundancy This data is treated as confidential and is only shared in the form of a numerical statistic. We have identified the following issues from the analysis of the data: - the school needs to record the reason why a staff member has been selected for a particular type of training. Due regard is given to the promotion of equality in the School Improvement Plan. The person responsible for the monitoring and evaluation of the policy and action plan is the Head teacher. Her role is to: - Lead discussions, organise training, update staff in staff meetings, support discussions - Work with the governing body on matters relating to equality - Support evaluation activities that moderate the impact and success of this policy.

5. Developing Best Practice

Learning and Teaching

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, teaching and learning will: - Provide equality of access for all pupils and prepare them for life in a diverse society - Use materials that reflect a range of cultural backgrounds - Use materials to promote a positive image of and attitude towards disability and disabled people - Promote attitudes and values that will challenge discriminatory behaviour - Provide opportunities for pupils to appreciate their own culture and religions and celebrate the diversity of other cultures - Use a range of sensitive teaching strategies when teaching about different cultural and religious traditions - Develop pupils advocacy skills so that they can detect bias, challenge discrimination, leading to justice and equality - Ensure that the whole curriculum covers issues of equality and diversity; Pupils will be helped to understand that it is perfectly acceptable to hold different views that someone else eg in terms of religious beliefs, but if they are expressing an opinion it must be done so in a respectful manner. Take account of the performance of all pupils when planning for future learning and setting challenging targets - Make best use of all available resources to support the learning of all groups of pupils - Identify resources and training that support staff development.

Learning Environment

There is a consistently high expectation of all pupils regardless of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination. All pupils are encouraged to improve on their own achievements and not to measure themselves against others. Parents are also encouraged to view their own children's achievements in this light.

- Teacher enthusiasm is a vital factor in achieving a high level of motivation and good results from all pupils - Adults in the school will provide good, positive role models in their approach to all issues relating to equality of opportunity
- The school should place a very high priority on the provision for special educational needs and disability. - We will meet all pupils' learning needs including the more able by carefully assessed and administered programmes of work
- The school must provide an environment in which all pupils have equal access to all facilities and resources
- All pupils are encouraged to be actively involved in their own learning
- A range of teaching methods are to be used throughout the school to ensure that effective learning takes place at all stages for all pupils.

Curriculum

At Castle View Primary School, we aim to ensure that:

Planning reflects our commitment to equality in all subject areas and cross curricular themes promoting positive attitudes to equality and diversity - Pupils will have opportunities to explore concepts and issues relating to identity and equality - Steps are taken to ensure that all pupils have access to the mainstream curriculum by taking into account their cultural, backgrounds, linguistic needs and learning styles.

Resources and Materials

The provision of good quality resources and materials within Castle View Primary School is a high priority. When ordering new resources and materials we consider how they show equality. These resources should:

- Reflect the reality of an ethnically, culturally and sexually diverse society
- Reflect a variety of viewpoints
- Show positive images of males and females in society
- Include non-stereotypical images of all groups in a global context
- Be accessible to all members of the school community.

Language

We recognise that it is important at Castle View Primary School that all members of the school community use appropriate language which:

- Does not transmit or confirm stereotypes
- Does not offend
- Creates and enhances positive images of particular groups identified at the beginning of this document
- Creates the conditions for all people to develop their self-esteem
- Uses accurate language in referring to particular groups or individuals and challenges in instances where this is not the case

Extended Learning Opportunities

It is the policy of this school to provide equal access to all activities from an early age. We undertake responsibility for making contributions to extended learning opportunities and are aware of the school's commitment to equality of opportunity. We try to ensure that all such non staff members who have contact with children adhere to these guidelines.

Provision for Bi-lingual Pupils

We undertake at Castle View Primary School to make appropriate provision for all EAL/bi-lingual children/groups to ensure access to the whole curriculum.

These groups may include:

- Pupils for whom English is an additional language
- Pupils who are new to the United Kingdom
- Gypsy, Roma and Traveller Children
- Advanced bi-lingual learners
- Use first language effectively for learning Personal Development and Pastoral Guidance
- Staff take account of gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination and the experience and needs of particular groups such as Gypsy, Roma and Traveller, refugee and asylum seeker pupils
- All pupils are encouraged to consider the full range of career opportunities available to them with no discriminatory boundaries placed on them due to their disability, gender, race or sexual orientation (whilst acknowledging that a disability may impose some practical boundaries to some career aspirations)
- All pupils/staff/parents/carers are given support, as appropriate, when they experience discrimination
- We recognise that perpetrators may also be victims and require support
- Positive role models are used throughout the school to ensure that different groups of pupils can see themselves reflected in the school community

- Emphasis is placed on the value that diversity brings to the school community rather than the challenges.

Staffing and Staff Development

We recognise the need for positive role models and distribution of responsibility among staff.

- This must include pupils' access to a mixture of male and female staff at all key stages where possible
- We encourage the career development and aspirations of all school staff
- It is our policy to provide staff with training and development which will increase awareness of the needs of different groups of pupils
- Access to opportunities for professional development is monitored on equality grounds

Staff Recruitment

- All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and ensure equality good practice through the recruitment and selection process
- Equalities policies and practices are covered in all staff inductions
- All temporary staff are made aware of policies and practices
- Employment policy and procedures are reviewed regularly to check conformity with legislation and impact

Note:

In addition, there are also instances in which a job will qualify for a genuine occupational requirement on the grounds of gender. However, only in very few instances would this be permissible, for example, where the job is likely to involve physical contact with members of the opposite sex, where matters of decency or privacy are involved.

6. Roles and Responsibilities –

Our governing body will ensure that the school complies with statutory requirements in respect of this policy and action plan

- The head teacher is responsible for the implementation of this policy, and will ensure that staff are aware of their responsibilities, that they are given necessary training and support and report progress to the governing body
- The head teacher has day-to-day responsibility for co-ordinating the implementation of this policy
- Our staff will promote an inclusive and collaborative ethos in the school, challenge inappropriate language and behaviour, respond appropriately to incidents of discrimination and harassment, ensure appropriate support for children with additional needs and maintain a good level of awareness of equalities issues
- All members of the school community have a responsibility to treat each other with respect, to feel valued, and to speak out if they witness or are subject to any inappropriate language or behaviour
- We will take steps to ensure all visitors to the school adhere to our commitment to equality

7. Commissioning and Procurement

Castle View Primary School will ensure that we buy services from organisations that comply with equality legislation. This will be a significant factor in any tendering process.

8. The Measurement of Impact of the Policy

This policy will be evaluated and monitored for its impact on pupils, staff, parents and carers from the different groups that make up our school.