

# **BRUNSWICK SCHOOL, PENRITH**

## **EQUAL OPPORTUNITIES (Including Race Equality) POLICY**

This policy links closely with the Access and SEND Policies.



### **Aims of the School**

*The highly dedicated team at Brunswick School aim to provide the very best education for all our children by:*

Creating a welcoming, happy environment, that stimulates the mind and promotes a love of learning.

Ensuring everyone is safe and feels safe.

Promoting equality through the delivery of an exciting, challenging and innovative curriculum that is designed to meet the needs of all our pupils.

Providing high quality, creative resources that motivate pupils and encourage the independent application of key skills.

Using our Resilience Rucksack approach to promote an "I can do it "attitude.

Developing individual self -esteem and confidence.

Encouraging teamwork and a caring attitude towards others.

Working in partnership with other schools, groups, organisations and the wider community to enhance opportunities for all our pupils, families and staff.

Fostering the trust parents and carers have, in our ability to nurture the unique potential within their children.

Promoting a healthy lifestyle and a love of the outdoors.

Having the highest expectations in our rigorous pursuit for continued excellence.

### **Our School Promise:**

We know everyone in our school is special.

We are caring towards others.

We don't give up when things are tricky!

We always try our best!

### **We ensure that everyone is treated fairly through our:**

- ◆ School Aims & Promise
- ◆ Pupil Admissions & Transfer procedures
- ◆ Monitoring Progress & Assessment Procedures, including Attendance
- ◆ Teaching & Learning Policy
- ◆ Access & Inclusion Policies and Practices including Brunswick's Special Educational Needs and Disabilities Policy / Local Offer / SEN Report.
- ◆ Staff Recruitment & Selection
- ◆ Staff Appraisal / Performance Management & Training Opportunities
- ◆ Parental & Community Involvement

We will ensure that school resources and information as well as curriculum content promote diversity and positive images of traditions, language, disabilities, culture and ethnicity, as well as challenging any stereotyping and discrimination including those relating to gender and orientation.

Our school has an Access Policy and Action Plans which reflect our commitment to making our school as available as possible to our community and school members.

We inform parents/carers of the legislation and protocol relating to the freedom of information, the taking of photographs and/or other images of children, etc. Where necessary we seek permission to carry out certain activities. Parents/carers are able to withdraw their child from Collective Worship and RE sessions in school.

We have a clear charging policy which states that no child will be disadvantaged or excluded from an activity if voluntary contributions are not possible.

### **Promoting Race Equality and Good Race Relations**

We will ensure that school resources and information and curriculum content promote anti-racist attitudes.

We will seek positive links within the community, particularly with groups and families from different racial backgrounds. Including seeking representation from different groups upon our governing body.

Traditions, festivals and customs of different cultures will be respected and celebrated. Provision will be made for religious observance.

The curriculum is differentiated to meet the specific needs of pupils who have English as an additional language (EAL).

We have an EAL governor who monitors the engagement and ensures we communicate effectively as a school with families who cannot understand English. This includes the translate service available on our school website.

We will model positive and appropriate use of language and terminology, in the context of our multicultural society.

### **Tackling Racial Discrimination**

Racist incidents will be promptly, consistently and openly tackled using the clear procedures in place.

Everyone can expect to be listened to and have their complaint investigated.

These guiding principles will be used:

An incident should be treated as racist if the victim or any other person present defines it as such (in our infant school, the person deciding will often be a member of staff.)

Always try to identify and respond to the needs of the person who has been the target of the abuse.

Always be seen to take the issue seriously by those involved and any witnesses.

Always record and report the incident however, seemingly, 'low level' it might be using the school's yellow incident sheets. Information will be stored on the data base and reported to the governors and local authority as required.

Senior Leaders will actively involve parents and relevant staff in responding to the incident. The Senior Leadership Team and Governors will consider whether there are any long-term implications from the incident for school policy, curriculum and practices.

## Equality Roles and Responsibilities

Head teacher will ensure:

- that all staff are aware of the policy and that the guidelines are applied fairly
- that all appointments panels give due regard to the policy
- the promotion of equal opportunities and race equality in curriculum development & over-arching respect for others in all aspects of school life
- incidents of unfair treatment are treated with due seriousness

All staff will to ensure:

- pupils are treated fairly and with respect.
- extremist views or activities that may cause concern from a safeguarding, prevent or criminal perspective are reported to the school's Designated Safeguarding Lead and action taken in line with the school's Safeguarding Policy.
- classroom resources pay due regard to the sensitivities of all members of the class
- promotion of positive images of minority groups, different types of families and developing respect and an appreciation of the unique nature of each individual.
- incidents and/or prejudice and / or stereotypes are challenged appropriately. Curriculum resources will reflect the diverse nature of our society and ensure all our pupils and their families feel accepted.
- that as our school is gradually becoming more racially diverse, much effort is put into the celebration of cultural diversity when planning the curriculum

Governors will ensure:

- an EAL governor is appointed to ensure best practice is in place regarding support and communication for our EAL families
- an ongoing commitment to this policy by regularly reviewing both policy and actions
- that no one is discriminated against when applying for jobs at our school
- that all members of this school community are treated fairly and with respect
- the number of racist incidents are reported according to LA guidelines

### Breach of Policy

Any breach of policy will be considered a serious infringement and will invoke the detailed and clear response procedures.

### Review: Assessing and Monitoring

The governors will review this policy according to the planned policy review programme.

### **Confidentiality is expected.**

Consent is sought prior to sharing of information with other professionals such as Health, Educational Psychologist or Social Care. However in situations that may involve a Police Investigation or Child Protection, information may be shared in order to safeguard the child without prior permission.