

SMMIS Equality Policy

1. Equality Policy

SMMIS aims for the highest achievement for all, providing a welcoming, imaginative and creative environment which enriches the lives of all involved, where people are valued and make positive contributions to the academy community, and where students go on to become responsible, independent members of society.

1.1. This policy will be linked to other policies e.g • Race Equality Policy • Behaviour Policy • Staff Discipline Policy • Curriculum Policy

2. Principles

2.1. All members of the Etz Chaim Jewish Primary School community have a responsibility to seek to ensure that the school is free from discrimination of any kind.

2.2. Issues of equality should be part of the education of all learners. In this way, we can work towards mutual respect and understanding in an increasingly interdependent world.

2.3. Our Equality Policy is designed to help us positively promote each other's individual rights and our responsibilities towards others.

2.4. Our guiding principles are enshrined in the Equality Act which came into force October 2010, replacing the Race Relations Act 1976 and the Disability Discrimination Act 1995.

The Equality Act brings together nine pieces of legislation into one single Act, simplifying the law and reducing the burden on organisations by making it easier for institutions to comply with discrimination law.

3. Purposes

3.1. Actively to promote equality in all areas of school life

3.2. To ensure that all children are given the best education regardless of ability, gender, race, culture and disability, religion or sexual orientation

3.3. To ensure that members of the school community know their rights, and respect the rights of others

3.4. To aim to ensure that prejudice or discrimination in all its forms is actively rejected

3.5. To raise awareness of equality issues for all members of the school community, and through our links with the local community and beyond

3.6. To establish strategies to enable each individual to fulfil their potential to ensure equality of access to the curriculum

3.7. To ensure that all aspects of running the school are based on the principles of equality of opportunity

3.8. To aim to make sure that this policy is used consistently by all members of the school community

4. Practices

4.1. Responsibilities for Equality

4.2. The Principal will co-ordinate the policy

SMMIS Equality Policy

- 4.3. Each member of staff should be aware of their responsibilities within the policy
- 4.4. A named member of the Governing Body should undertake a monitoring role with respect to the policy

5. Communication

The policy will be communicated via the website and the learning portal through the following mechanisms:

- pupil reward system
- website
- staff briefings
- the Learning Portal (Google Classroom)

- 5.1. All staff, students and governors must be familiar with the policy and act in accordance with it
- 5.2. Success in all areas of school life should be celebrated
- 5.3. Parents will be made aware of the policy and its implications

6. Ethos of the school

- 6.1. Visitors and those who telephone or write to the school will be made to feel welcome
- 6.2. Positive links with the community are encouraged
- 6.3. Displays around the school will reflect positive images and the diversity of the community
- 6.4. Rules, rewards and sanctions are applied equally to all students
- 6.5. Appropriate attitudes, language and behaviour are actively promoted procedures for dealing promptly with incidents of bullying, sexual, racial and disability discriminations are in place
- 6.6. School publications will be produced with regard to the policy
- 6.7. Planned opportunities for students to develop a practical understanding of appropriate social relationships and the rights and responsibilities of individuals will be included in the curriculum

7. Access

With due reference to the resources available:-

- The learning environment should not prejudice any individual or group
- The learning environment has been designed to ensure that all students and groups can access the range of classroom activities
- Curriculum grouping will be decided by staff with reference to the school's Curriculum Policy and the needs of the students and where appropriate in consultation with the Principal
- Teachers will teach and promote equality
- Access for those with disability will be honoured

SMMIS Equality Policy

8. Curriculum

- 8.1. All students will have full access to the full range of the curriculum wherever possible
- 8.2. Equality issues will be addressed directly and consistently in the taught curriculum and indirectly in the hidden curriculum
- 8.3. Equality will be taken into account in all curriculum planning and regularly reviewed at least annually
- 8.4. Diversity is taken into account in all aspects of curriculum planning and whole school activities

9. Resources

Resources should be free from bias wherever possible and regularly reviewed to ensure that they are appropriate and effective

10. Staffing (see relevant staffing policies)

- 10.1. The Staff Recruitment Policy embodies the principles of equality
- 10.2. All staff are included in the staff development policy
- 10.3. The performance management process reflects the principles of Equality

11. Monitoring and Review

- 11.1. A log of all reported breaches of the Equality Policy is kept
- 11.2. Review contracts of employment for clauses which ban employees from discussing their pay
- 11.3. The policy will be reviewed every two years to make sure that all protected characteristics are appropriately covered and to set out clearly the position regarding claims based on association and perception
- 11.4. The Governing Body will monitor the operation of this policy

12. Incidents

- 12.1. Strategies are in place and communicated to all staff for dealing with breaches of the Equality Policy, and racist incidents will be recorded on the Racist Incident log
- 12.2. Breaches of the Equality Policy should be reported using the Incidents Log and these will be treated as disciplinary issues
- 12.3. There will be a named person in charge of Equality will monitor the incident log

13. Other Policies

- 13.1. All school policies should be constructed with regard to the issues of Equality

Prepared by: Elaine Robinson

Created on: August 2017

Ratified by Trustees: October 2017

Reviewed by: August 2019