

## **Equality Policy**

### **Introduction**

**THIS DOCUMENT IS** a statement of the aims, principles and strategies used for the prevention of bullying at Bushy Hill Junior School.

**IT WAS LAST REVIEWED** by the governing body in Summer 2016

**THIS POLICY WILL BE REVIEWED** in Summer 2020

### Introduction

This Bushy Hill School Equality Policy deals with all the protected characteristics covered under the Equality Act 2010 as well as aspects which have the potential to discriminate against or to devalue individuals within our community. Protected characteristics cover age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy & maternity.

At Bushy Hill we are committed to the development of cohesive communities both within our school and within our wider environment which of course stretches far beyond our location in Surrey. Our school embraces the aim of working together with others to improve children's education and wellbeing.

Our Equality Policy is inclusive of our whole school community – pupils, staff, parents/carers, governors, volunteer helpers, visitors and other school partners. Our overall aims are to:

- Provide an inspiring, balanced curriculum that sets high expectations and challenges the individual.
- Celebrate achievement and progress and promote honesty, fairness, respect and trust.
- Develop a lifelong love of learning which promotes enquiring and lively minds.
- Provide a caring environment in which each child can feel happy, confident and secure.
- Build and value a strong partnership between the whole school and the community.
- Celebrate diversity of culture and beliefs throughout the school.
- Develop a high sense of self-esteem and a positive attitude towards others.
- Inspire children to realise their dreams.

The purpose of this Bushy Hill Policy is to set out how our practice and policies have full cognisance of the above to the need to:

- \* eliminate discrimination, harassment and victimisation;
- \* advance equality of opportunity and
- \* promote good relations between groups.

It explains how we aim at Bushy Hill to listen to and involve pupils, staff, parents, governors, volunteer helpers, and the community in achieving better outcomes for our children.

### **The roles and responsibilities within our school community**

#### **Our Headteacher will:**

- ensure that staff, parents/carers, pupils and contractors are engaged in the development of and informed about the Bushy Hill Equality Policy
- oversee the effective implementation of the policy
- ensure staff have access to training which helps to implement the policy
- develop partnerships with external agencies regarding the policy so that the school's actions are in line with the best advice available
- monitor the policy and report to the Governing Body at least annually on the effectiveness of the policy and publish this information
- ensure that the Senior Leadership team is kept up to date with any development affecting the policy or actions arising from it

#### **The Bushy Hill School Governing Body will:**

- designate a governor with specific responsibility for the Equality Policy
- ensure that the objectives arising from the policy are part of the School Development Plan (SDP)
- support the headteacher in implementing any actions necessary
- engage with parents and partner agencies about the policy
- evaluate and review the policy annually and the objectives every 4 years

#### **The Bushy Hill School Senior Leadership Team will:**

- have responsibility for supporting Bushy Hill staff in implementing this Policy
- provide a lead in the dissemination of information relating to the Policy
- with the Headteacher, provide advice/support in dealing with any incidents/issues

- assist in implementing reviews of this policy as detailed in the SDP

**Bushy Hill pupils will:**

- be involved in the development of the Policy and will understand how it relates to them, appropriate to their age and ability
- be expected to act in accordance with the Policy
- be encouraged to actively support the Policy

**Bushy Hill parents/carers will:**

- be given opportunities to become involved in the development of the Policy
- have access to the Policy through a range of different media appropriate to their requirements
- be encouraged to actively support the Policy
- be encouraged to attend any relevant meetings at the school and activities related to the Policy
- be informed of any incident related to this Policy which could directly affect their child

**Bushy Hill Staff will:**

- be involved in the development of the Policy
- be fully aware of the Equality Policy and how it relates to them
- understand that this is a whole school issue and support the Equality Policy
- make known any queries or training requirements

**Voluntary or community groups/individuals and partner agencies**

- Be given the opportunity to be involved in the development of the Policy
- Be encouraged to support the Policy
- Be encouraged to attend any relevant meetings and activities related to the Policy

**Participation and Involvement at Bushy Hill**

The development of this policy has involved the whole of our school community. We have involved and listened to what they have to say, including people from broad and diverse backgrounds and of different abilities, taking account of all the protected characteristics listed under the Equality Act 2010

### **How we developed our School Policy**

We use data and other information about our school, and will use Equality Impact assessments (EQIAs) as a measure to determine the effects of a policy, practice or project on different groups.

EQIAs will help us to analyse whether what we are planning potentially has a differential impact on one or more particular group (either positively or negatively). They will help us to ensure that there is no unlawful discrimination against certain individuals or groups and that the positive duties are promoted. They will help to ensure we meet the diverse needs of our pupils and staff and that diversity, equality and inclusion permeate all areas of school life.

### **OFSTED**

OfSTED inspectors visit us and report on equality issues during our inspection. We collect a range of information relating to incidents of harassment and bullying including those relating to racism, homophobia, faith, disability and gender.

We also value information which may be given to us through pupil/learner mechanisms, less formally or even anonymously.

### **Surrey County Council**

The Local Authority provides us with a range of services which support the equality agenda and helps us to identify our strengths and those areas requiring action.

### **The Bushy Hill School Wider Community**

We have established good links with our local and our wider community. We welcome them into our school. From them we learn about equality issues outside school and can establish mechanisms for addressing them within school.

By listening to those within our community and to our partners, we are able to identify new areas of work, improve existing approaches and focus our energy where it is required.

We work closely with the local authority on procurement – buying in services - to ensure that equality issues are given full regard. When buying goods and services from external suppliers, we ask searching questions to help ensure that equality issues and duties are taken into account.

We ensure that contract conditions require contractors to comply with the relevant legislation and with our equality policy and we require similar compliance by any sub-contractors. The head teacher will ensure that communications are made with contractors to ensure they understand requirements and actions to be taken.

### **Our Staff, Governors and Volunteer helpers at Bushy Hill**

We comply fully with legislation which protects our staff (including teachers, teaching assistants, supervisors and student teachers), governors and volunteer helpers from discrimination based on the protected characteristics. With regard to disability, we make such reasonable adjustments as

are necessary to prevent a disabled person being at a substantial disadvantage in comparison with people who are not disabled.

This includes discrimination in relation to recruitment, terms and conditions, promotions, transfers, dismissals, training and employment practices.

We make efforts to ensure that the diversity of our workforce reflects that of our local community and wider society. In accordance with the Equality Act we do not enquire about the health of an applicant until a job offer has been made or require job applicants to complete a generic 'all encompassing' health questionnaire as part of the application procedure.

We will ensure the safety and well-being of our staff and take seriously and act on incidents of harassment and discrimination.

We interpret our duties positively; take the necessary actions to remove barriers to inclusion and work hard to ensure a safe, positive and inclusive environment.

Our staff team have undertaken training to help them understand their equality duties/and or the differing needs of protected groups within our school community.

We have mechanisms in place to identify areas for development.

### **Responding to any hate or prejudice-based incidents and bullying at Bushy Hill**

We recognise that hate incidents or prejudice – based bullying behaviour is driven by negative assumptions, stereotypes or misinformation. These are then directed against an individual or group, based on difference (real or perceived), and linked to, for example, racism, homophobia, negative views of disabled people or sexism. At Bushy Hill we will take action to prevent, challenge and eliminate any such behaviour.

We recognise that we as individuals and society often struggle with difference of any kind (perceived or actual), which can result in seizing upon the most visible sign of difference e.g. skin colour or disability.

Through our school ethos and curriculum, we want our pupils to understand better the diversity that exists in society. We want to provide opportunities for them to explore the subtleties and complexities in order to prevent and respond to incidents and situations. We will address the experience, understanding and needs of the victim, the perpetrator, bystanders and the wider school community through our actions and responses.

We will record all hate incidents and prejudice based bullying. We will use this information to identify trends and patterns, so that we have approaches in place to provide appropriate responses in terms of support for victims and their families, sanctions and support for perpetrators and their families and education for our children, young people and communities.

### **Implementation, monitoring and reviewing**

This policy will be actively promoted and disseminated.

Implementation, monitoring and review are the responsibility of our Senior Leadership Team and our governors who have agreed and published this policy which sets out our priorities and supports these with specific and measurable objectives. The Headteacher will monitor the continuing applicability of the policy and the extent to which objectives are being achieved.

We will report annually on the policy and analyse whether our policy and related objectives have furthered the aims of the general equality duty and in particular educational outcomes for all within our school community with reference to the protected groups.

### **Bushy Hill - Equality Objectives**

Using the views of pupils, parents, staff and community and analysis of the information as outlined above we have set ourselves specific and measurable objectives that will help us achieve the aims of the general equality duty. These will be reviewed every 4 years.