



Equality Policy

For the Following Academies:

Holy Trinity C of E Primary School
Connaught Junior School
Crawley Ridge Infant School
Crawley Ridge Junior School
Windlesham Village Infant School

This Equality Policy was approved and adopted by the Trust Board on 27th September 2019
It will be reviewed in: Aut 2021

Members, Trustees, Governors and staff at TAMAT are committed to giving all our children every opportunity to attain and achieve. All reasonable steps are taken to prevent discrimination, harassment or radicalisation from taking place.

Aims and Objectives

In line with relevant legislation, TAMAT will ensure that, save where justified exceptional circumstances, there is and will be no direct or indirect discrimination against any child, parent, carer, staff member or member, trustees and governor on grounds of any protected characteristic as set out below:

- Disability
- Race & Nationality
- Religion or belief
- Gender
- Gender reassignment
- Pregnancy or maternity
- Sexual Orientation
- Age

We constantly strive to remove all barriers to learning by ensuring that all reasonable adjustments are made for those children who are vulnerable in any way and as far as reasonably possible will endeavour to eliminate discrimination on the grounds of the protected characteristics.

The staff, members, trustees and governors at TAMAT will:

- Challenge stereotyping and prejudice
- Celebrate diversity and show respect for all groups
- Ensure that all admissions, recruitment, employment promotion and training are fair and available to everyone
- Provide opportunities for everyone in the school community to achieve
- Provide positive educational experiences
- Promote positive social attitudes and respect for everyone
- Ensure access to the curriculum for all children
- Uphold British Values

Role of Headteacher:

The Headteacher will ensure that:

- The Equality Policy is implemented.
- All staff are aware of the policy and what to do if there are any incidents.
- All allegations of discrimination, unfairness or bullying are investigated thoroughly and swiftly with parents being informed when an incident takes place.
- There is no discrimination either direct or indirect when appointing members of staff or organising continuous professional development.
- The curriculum is delivered with respect for the whole school community.
- Parent helpers and local governors are informed about the policy and how to support the school in implementing the policy.
- All staff, teaching assistants, midday supervisors, office staff are reminded annually or more often if required about the practice of promoting equality.
- All staff, teaching assistants, midday supervisors, office staff know what constitutes discrimination, are aware of the Incident Report form and will use it to report any discrimination.
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- The Staff Handbook will refer to the Equality Policy and what to do if there is an incident.
- Training and continuous professional development is available for all staff.
- Staff who join during the year or supply staff are informed about the Equality Policy and what to do if there is an incident.
- A report is prepared termly to inform governors about any incidents and what has been done to prevent further occurrences.
- The Chair of the Local Academy Board is informed quickly about any incidents of a serious nature.
- Risk assessments are updated to prevent any inequality from taking place either directly or indirectly.

Role of the class teacher:

The class teachers will ensure that:

- All children and other adults in the classroom are treated fairly and equally and with respect.
- Teaching Assistants are able to uphold the Equality Policy on a daily basis and know how to report an incident.
- Parent Helpers do not discriminate against anyone in the class.
- Class teachers are a role model for the children and other adults in the class and demonstrate that there must be equality of opportunity for all with no tolerance of any discrimination.
- Aspirations for attainment are high for all pupils with suitable targets for learning.

- Select resources for the delivery of the curriculum which promote and celebrate equality and diversity.
- All incidents of discrimination are recorded, investigated and reported to the Headteacher and parents.

Discrimination against adults:

Should any adult report any discrimination on grounds of protected characteristics against themselves or others, the Incident Report Form should be completed.

Role of the governors:

The governors aim to promote positive attitudes and behaviour to ensure that discrimination, harassment or victimisation is avoided.

Governors will receive termly reports about any incidents to ensure that practice is developed to prevent any direct or indirect discrimination.

Governors will ensure that when employing staff, the safer recruitment guidance will be followed. Direct and indirect discrimination will be actively avoided. Staff and governors will be aware that perception and association must not result in any prospective candidate being discriminated against or being treated less favourably.

Monitoring and review:

The Local Academy Board will monitor the effectiveness of this policy by:

- Monitoring the progress of vulnerable and protected characteristic groups and comparing the progress to all other pupils in school.
- Monitoring the staff appointment process to ensure that there is no direct or indirect discrimination.
- Requiring a termly report about any incidents of direct or indirect discrimination.
- Requiring an annual report about the effectiveness of this policy.
- Giving all due serious consideration to any incidents or complaints made.
- Monitoring the effectiveness of the school's Behaviour Policy in conjunction with the Equality Policy.

Links to other policies:

Recruitment and Selection

Attendance

Admissions

Behaviour