



## **HUMSHAUGH CHURCH OF ENGLAND (AIDED) FIRST SCHOOL EQUALITY STATEMENT**

Last reviewed: January 2021 J Long (Headteacher)

Next review date: January 2024

### **Rationale**

*In everything we do, we aim to:*

- eliminate unlawful discrimination
- promote equality of opportunity
- promote good relations between people of different groups and cultures

### **Promoting equality and good relations**

*We aim to promote equality and good relations through positive teaching in:*

- PSHE / Citizenship
- RE - world faiths, religious values
- Literacy - use of multi-ethnic texts
- Geography - study of predominantly non-white countries
- Music and Art - experience of different cultures
- History – global migration

We will ensure that our children encounter people from different ethnic groups and cultures e.g. storytellers, musicians, artists, actors, visitors and students.

We will monitor pupils' attainment and progress to identify any link between lack of attainment and ethnicity, and will try to eliminate any such link.

We will monitor pupils' behaviour, discipline strategies and pupil exclusions to ensure equality for all groups.

### **Tackling discrimination**

Any incidence of discrimination will be reported to the Headteacher and will be recorded. Where children are involved in discrimination, on the first occasion parents may be informed and the class teacher will ensure that equality is promoted more vigorously. If there is a further occurrence involving the same child/children, parents will be asked to attend a meeting in school with the Headteacher and relevant staff. Where adults are involved in discrimination, the Headteacher and Governing Body will make the adult aware of the school's policy on equality and will request that the incident is not repeated.

### **Relationship to other school policies**

In all school policies, opportunities for promotion of equality will be made explicit.

**Roles and responsibilities**

- All members of the school community will be vigilant in reporting any incidence of discrimination to the Headteacher.
- Teachers will ensure that major opportunities for promoting equality are identified in medium-term planning.
- The Assessment Coordinator will monitor test results to identify any areas of weakness linked to discrimination. Class teachers, with subject coordinators, will set targets to reduce and finally remove any such areas of weakness.

**Monitoring, assessing and reviewing the policy**

The policy will be assessed and reviewed through the existing arrangements for developing and reviewing policies.

Equality will always be considered when reviewing existing policies and drawing up new policies, especially where attainment is concerned.

Monitoring of the effectiveness of the policy will be ongoing and will involve all members of our school community.

**Staff recruitment and career development**

The Governing Body will ensure equality of opportunity for all staff. Statutory monitoring will be complied with as required by legislation and authority requirements.