

Temple Meadow Primary School



Temple Meadow
Primary School
Growing together, learning together

Equality Statement

Safeguarding Policy Statement

This policy is part of the wider umbrella of Keeping Children Safe in Education - and Temple Meadow's Safeguarding and Child Protection Policy.

Policy Ownership: Headteacher / Inclusion Lead

To SLT:	Feb 2023
To Staff:	Feb 2023
To Governors:	Feb 2023
Document Live date:	Feb 2023
Next Review Date:	Jan 2024

Equality Information and Objectives Statement

In order to comply with the Public Sector Equality Duty (PSED), schools must publish their equality information and objectives statement – a declaration of aims that ensures equality for all members of the school's community.

This policy is informed by 'School Bus' who have created this statement in collaboration with diversity and inclusion expert: Hannah Jepson from LGBTed and Engaging for Success. Hannah is the co-founder and director of LGBTed, a national network enabling LGBTQ+ visibility in the Education sector. Hannah is also a business psychologist and the director of Engaging for Success, which supports organisations in embracing diversity and inclusion.

Legal framework

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination
- Fostering good relationships
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school community because of their:

- Sex
- Age
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Marriage and civil partnership.

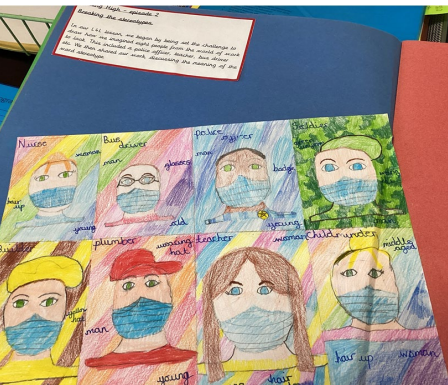



We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease, is a commitment of the school. This environment will be achieved by:

- Being respectful
- Always treating all members of the school community fairly
- Developing an understanding of diversity and inclusion and the benefits it can have
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness
- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

<p>We aim to limit and abolish prejudicial incidents by creating a school climate where we tackle unconscious bias in terms of curriculum design and content; through CPD to staff and by a culture that educates the educator.</p>	
<p>We have diversity kits in all classrooms.</p>	
<p>We actively fund trips to places of worship to support inclusion.</p>	 <p>On Tuesday 31st January, Year 2 visited the Guru Nanak Sikh Gurdwara in Smethwick. They were lucky enough to have a guided tour of the different rooms inside and learnt a lot more about the Sikh religion. Everyone was so welcoming and Year 2 even got to share some facts with them about their religion after learning about Sikhism in R.E. this term. They were very impressed.</p>
<p>We have strong values that ensures we are 'proud to be me'.</p>	
<p>Our recruitment is fair and appropriate.</p>	

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive
- Aware of what constitutes discriminatory behaviour.

Note: our Behaviour Policy rewards and sanctions all behaviours appropriately. See Behaviour Policy, Anti Bullying Policy. Key information shared with Governors via Headteacher Report each term. S175 Safeguarding Audit collates key information.

Our staff team will not:

- Discriminate against any member of the school community
- Treat other members of the school community unfairly.

Note: see Staff Handbook; Safeguarding Policy (including LADO concerns) and our HR policies generally.

Our staff team will:

- Promote diversity and equality
- Encourage and adopt an inclusive attitude
- Lead by example
- Seek training if they need to improve their knowledge in a particular area via our appraisal and PDM systems.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days
- Inviting guest speakers to talk to pupils about diversity
- Incorporating lessons about diversity into the curriculum. Increasingly we are embedding diversity within the curriculum.

Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of our school community. We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action. **Note:** see our full suite of HR policies.

Diversity and representation

We seek employees and governors that are representative of our school community. We carefully word adverts and ensure our recruitment is fair, rigorous and appropriate. Adverts aim to attract employees that share our values.

Inclusion

We are a value led organisation. We host vision and values days to ensure we agree on the things that matter. We seek stakeholder voice via Well Being Charter Mark survey and questionnaires. We value educating the educator and tackling unconscious bias in our curriculum. We have a range of structured learning environments (SLEs) that support diverse needs. We are supportive of our staff team and are both caring and responsive to need. All HR policies are operated fairly and appropriately. Occupation Health referrals support staff, as does our confidential counselling service. We are very much about building a team with a staff rewards and culture.

Note: see *Management of Absence Policy; Leave of Absence Policy; Rewards Policy; Additionality Policy; Flexible Working Policy and the whole suite of HR policies generally.*

Closing statement

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community. We continue to tackle unconscious bias.