



# Godalming Junior School

*This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. If you have any concerns you should contact our Designated Child Protection Officers, Adam Samson, Andrea Crook or Karen Sutton*

## EQUALITY POLICY

**This policy was reviewed: Summer 2016**

**This policy will be reviewed next: Summer 2017**

**This policy will be reviewed by: The Safeguarding Committee**

### Purpose

This policy sets out the school's approach to promoting equality, as defined within the Equality Act (2010). It covers sex, race, disability, religion or belief, sexual orientation, pupils who are pregnant, undergoing or who have undergone gender reassignment.

There is a statutory requirement for the school to produce a Single Equality Scheme, which is a plan of action to tackle and eliminate aspects of discrimination and promote equality.

### School's context

The school is situated in Godalming and the majority of pupils come from homes whose socio-economic circumstances are better than average. There has been a growing number of children at the school that are eligible for free school meals (currently 12% = 28 children and up from 6% last year) and requiring financial assistance in other areas of the school e.g. school and residential trips. Parents are supportive of the school (100% agreeing that their child is happy at the school - Parent View). The reputation of the school in the local area continues to grow with a number of families moving their children into the school, 64 families put the school as their number one choice last year and 80 this year. This year the school was oversubscribed in year 3. This September the school increased the PAN from 58 to 60. The majority of pupils receive good support for their learning from home and parents have high expectations of their children. The school has established links within the local community with St John's Church and is looking to forge closer links with the feeder infant, secondary and independent schools. 3 members of staff at a neighbouring independent school are on the school's governing body. Godalming Junior School is also a part of the Godalming Confederation of 16 schools. Most of the pupils are able to walk to school and the number of parents helping in school, with DBS clearance, is growing (18).

### Our School Aims and Values - Love, Live, Learn

At Godalming Junior School we are committed to providing equality and excellence for all in order to promote the highest possible standards.

The policy is based on our following core values (as expressed in the school's aims or mission statement):

*"Godalming Junior School is committed to inclusion. We aim to provide equal opportunities for all pupils by creating an environment which recognise the needs of each child and matches the curriculum accordingly. We aim to support and encourage all pupils to develop their skills and self confidence at all levels of ability and by doing so, hope to raise their own personal standards"*

## **Our School's Overall approach to promoting equality, diversity and tackling discrimination**

This policy provides a framework for the school to pursue its equality duties to eliminate unlawful discrimination and harassment, promote equality of opportunity, and promote good relations and positive attitudes between people of diverse backgrounds in all its activities.

The school seeks to ensure that no pupils, staff, parents, guardians or carers or any other person through their contact with the school receives less favourable treatment on any grounds which cannot be shown to be justified. This includes the protected characteristics identified within the Equality Act (2010) i.e. sex, race, disability, religion or belief sexual orientation, pupils who are pregnant, undergoing or who have undergone gender reassignment.

The principles of this policy should apply to all members of the extended school community, pupils, staff, governors, parents and community members.

### **Roles and responsibilities**

#### **School governors are responsible for:**

- Making sure the school complies with current equality legislation
- Making sure this policy and its procedures are followed

#### **The Headteacher is responsible for:**

- Making sure the policy is readily available and that the governors, staff, pupils and their parents/carers know about it
- Making sure its procedures are followed
- Producing regular information for staff and governors about the policy and how it is working, and providing training for the on the policy, if necessary
- Making sure all staff know their responsibilities and receive training and support in carrying these out
- Taking appropriate action in cases of harassment and discrimination

#### **All school staff are responsible for:**

- Modelling good practice, dealing with discriminatory incidents and being able to recognise and tackle bias and stereotyping
- Promoting equality and avoiding discrimination against anyone
- Keeping up to date with the law on discrimination and taking training and learning opportunities

#### **Pupils are responsible for:**

- Keeping equality and diversity issues on the School Council agenda, through a shared input with staff on developing policies relating to this area. This may include:
  - The anti-bullying policy;
  - Developing school/class rules which challenge discriminatory behaviour.

#### **Parents/carers are responsible for:**

- Keeping equality and diversity issues on the Parent Teacher Association agenda, through a shared input with staff on developing policies relating to this area. This may include:
  - The anti-bullying policy and specifically racist and homophobic bullying
  - Ensuring the above is explicit within our Home School Agreement

**Visitors and contractors are responsible for:**

- Knowing and following our equality policy

**Responsibility for overseeing equality practices in the school lies with a named member of staff and governor.**

Responsibilities include:

- Coordinating and monitoring work on equality issues
- Dealing with and monitoring reports of harassment (including racist and homophobic incidents)
- Monitoring the progress and attainment of potentially vulnerable groups of pupils (e.g. children and young people in care, children from minority ethnic/language or Traveller communities, disabled pupils, etc)
- Monitoring exclusions

**Monitoring, reviewing and assessing impact**

This Equality Policy is supported by a Single Equality Scheme, which is linked to the school development plan and includes targets determined by the governing body for promoting equality.

The Single Equality Scheme will be reviewed annually by staff and governors to ensure that it is effective in eliminating discrimination, promoting access and participation, equality and good relations between different groups, and that it does not disadvantage particular sections of the community. Any pattern of inequality found as a result of impact assessment will be used to inform future planning and decision-making. The Headteacher will provide annual monitoring reports for review by the Governing Body.



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