



Equality Policy

Responsible Staff member: Lucy Ryder, Deputy Headteacher

Governor Lead: Tia Bearne

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Policy Type: Statutory

Implementation date: Immediately

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Review cycle: Annually

Next Review date: Spring 2024

School Values: A culture of achievement where all can succeed.

At Guildford Grove, we

- are responsible and respectful members of our diverse community
- are empowered to make safe, informed choices
- have high aspirations and a “can do” attitude to learning and we
- develop and foster our individual abilities and interests.

Equalities statement

The school is committed to ensuring equality and excellence for all in order to promote the highest possible standards. There is a positively inclusive ethos, which is implicit in all that is done. In accordance with this ethos the school will:

- Reflect and promote cultural development and understanding through a rich range of experience both in and beyond the school
- Ensure children of all backgrounds and needs are included in our school equally
- Tackle prejudice and promote understanding in relation to people with disabilities
- Ensure that all pupils are given similar opportunities with regards to after-school clubs and activities
- Allow equal access to information for all parents
- Ensure the school environment is accessible as possible to all pupils, staff and visitors.
- Ensure that prejudice and prejudice related bullying is not tolerated

These objectives are reflected in our Equality policy, Single Equality Scheme and our Accessibility plan and other school policies related to teaching and learning.

Please also note that this statement reflects the Equality Act 2010. The Equality Act 2010 sets out to ensure that everyone has the right to be treated fairly and protects them from discrimination on the basis of certain characteristics. These are known as protected characteristics.

Equality Policy

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

The School Context

The school is located in Westborough Ward in the north west of Guildford, where there are relatively high levels of deprivation compared to the rest of Surrey. The majority of our children live in council accommodation and many experience cramped living conditions. Our proximity to the university and the hospital has resulted in our having a significant number of families and pupils for whom English is an additional language with pupils speaking approximately 30 different languages. The school has children with a range of additional needs including a some with physical disabilities and sensory impairment.

Equality – aims and values

Guildford Grove aims to provide equality and excellence for all in order to promote the highest possible standards. Our work at Guildford Grove aims to create a common vision and sense of belonging amongst all communities - a society in which the diversity of people's backgrounds and circumstances is appreciated and valued. We promote a society in which similar life opportunities are available to all and a society in which strong and positive relationships exist and continue to be developed in the school and in the wider community.

These aims and values will enable us to:

- Close the attainment and achievement gap
- Develop common values of citizenship based on dialogue, mutual respect and acceptance of diversity
- Contribute to building good community relations and challenge all types of discrimination and inequality
- Remove barriers to access, participation, progression, attainment and achievement.

Promoting Equality

The overall objective of Guildford Grove's Equality Policy is to provide 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 of our activities.

Through the Equality Policy, Guildford Grove will seek to ensure that no children, staff, parents, guardians or carers or any other person, through their contact with the setting, receives less favourable treatment on any grounds which cannot be shown to be justified. This includes the protected characteristics identified within the Equalities Act (2010) ie. age, sex, gender, race, disability, religion or belief, sexual orientation, pupils/staff/parents/carers who are pregnant, undergoing or who have undergone gender reassignment, ethnic or national origin, language,

marital or civil partnership status, responsibility for children or other dependants, trade union or political activities, social class, where the person lives or spent convictions.

Roles and Responsibilities

School governors are responsible for:

- making sure the school comply 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, children and their parents/carers and families 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 them 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 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 everyone
- keeping up to date with the law on discrimination and taking training and learning opportunities.
- reporting any incidents on CPOMS

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 and specifically racist and homophobic bullying
 - developing school/class rules which challenge discriminatory behaviour

Parents/Carers are responsible for:

- Supporting the school by adhering to the content of this policy.

Visitors and contractors are responsible for:

- knowing and following our Equality Policy.

Responsibility for overseeing equality practices in the school lies with Lucy Ryder, Deputy Headteacher and the Learning Partners Academy Trust.

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 children (e.g. children in care, children from minority ethnic/language or traveller communities, disabled pupils etc)
- monitoring exclusions.

Monitoring, Reviewing and Assessing Impact:

Guildford Grove's Equality Policy is supported by a Single Equality Scheme which is linked to the school development plan and includes evidence of analysis and engagement in promoting equality.

The Equality Policy underpins all other school policies in order that the general principles of equality apply to all aspects of school life.