

CHOWBENT PRIMARY SCHOOL

EQUALITY SCHEME 2020 - 2021



Date policy agreed by Governing body:

Date: 25/11/20

Date for review:

November 2021

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Overarching Statement

- In accordance with our school aims and motto, we pledge to respect the equal human rights of all our pupils and to educate them about equality.
- We will also respect the equal rights of our staff and other members of the school community.
- In particular, we will comply with relevant legislation and implement school plans in relation to race equality, disability equality and gender equality, community cohesion and in respect of the duty to promote British Values.

Who is responsible?

The Governors are responsible for:

- Making sure the school complies with the relevant equality legislation
- Making sure the school Equality Scheme and its procedures are followed

The Headteacher is responsible for:

- Making sure the school Equality Scheme and its procedures are followed
- Making sure the race, disability, gender are readily available and that governors, staff, pupils and their parents and guardians know about them
- Producing regular information for staff and governors.
- 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, including racist bullying, homophobic bullying and bullying related to gender or disability

All staff take responsible for:

- Dealing with racist, homophobic and other hate-incidents
- Being able to recognise and tackle bias and stereotyping
- Promoting equal opportunities and good race relations

- Promoting equal opportunities to develop community cohesion and a sense of community and respect for British Values.
- Avoiding discrimination against anyone for reasons of ethnicity, disability or gender
- Keeping up to date with the law on discrimination
- Taking up training and learning opportunities
- The Headteacher is responsible for dealing with reports of hate incidents

Visitors and contractors are responsible for:

- Knowing and following our Equality Scheme

Appendices

Disability

Gender

Race

Community Cohesion

School aims and ethos

Staff Code of Conduct