

Kingshill Infant School
Heath Drive
Ware
SG12 0RL
01920 465349
www.kingshill.herts.sch.uk/



Respect – Hard-working - Teamwork

“Preparing children for a life full of learning.”

Kingshill Infant School

Equality Policy

Adopted: November 2021
Reviewed: November 2023
Review: November 2025

Aims and Objectives

Our school is committed to ensuring equality of education and opportunity for all pupils, staff, carers, and parents who form part of our school community and receive services from our school. We aim to promote an ethos of inclusivity and to celebrate the diversity of all those who are connected with our school to ensure all groups prosper regardless of the protective characteristics.

Equality and the Law

Our policy is aligned to ensure the school complies with The Equality Act 2010 legislation to protect members of our community from discrimination and harassment based on the protected characteristics of:

- Disability
- Gender
- Age
- Race
- Gender reassignment
- Religion and belief
- Marriage and civil partnership
- Sexual orientation
- Pregnancy, maternity and paternity

At Kingshill Infant School we are also committed to protect all members of our community from any discrimination and harassment based on the additional characteristics of:

Disability: Under the Equality Act 2010 disability is defined 'if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.' At Kingshill Infant School we take steps to meet disabled people's needs and promote positive attitudes to disability. We will publish an equality scheme that is reviewed every 3 years.

Gender: The Gender Equality Duty 2006 places specific duty on schools to promote equality of opportunity between girls and boys, women and men and transsexual people. We will promote equality between these groups. At Kingshill Infant School we will promote integration of groups for all activities and seek to use resources that promote positive models in terms of sexes with no stereotypes.

Age: We are committed to ensuring individuals are not discriminated against through reference to age.

Race: Duties of schools are detailed in The Race Relations Act 1976 and Amendment Act 2000. At Kingshill Infant School we promote good relationships between people of different racial groups by our children in their daily relationships in and out of the classroom. Our school expects that nobody should experience any racial harassment. Our curriculum promotes knowledge of and respect for different cultures and the rich diversity they provide. The school monitors the performance of pupils by ethnicity.

Gender Reassignment

At Kingshill Infant School we are committed to ensuring that transsexual members of our community do not experience discrimination in our community.

Religion and belief

At Kingshill Infant School our assemblies celebrate our school's diversity and the uniqueness of the individuals that make up our community. Knowledge, understanding and respect of different faith is further explored through our RE curriculum. We expect children to attend assembly but recognise the right of parents to withdraw their child from religious worship without reason. The school will make alternative arrangement for supervision for any child withdrawn. We allow children to wear jewelry on religious grounds (e.g. small item of religious significance). We also allow children to wear headscarves.

Marriage and civil partnership: At Kingshill Infant School we are committed to ensuring that members of our community do not experience discrimination in our community due to their marital status.

Sexual orientation: At Kingshill Infant School we are committed to ensuring that no member of our community experiences discrimination because of their sexual orientation. At Kingshill Infant School we will seek to support pupils with their emerging identity.

Pregnancy, maternity and paternity: At Kingshill Infant School we are committed to ensuring that members of our community do not experience discrimination in our community because they are pregnant or a mother or father.

Other

At Kingshill Infant School we aim to foster positive relationships between those who share a protected characteristic and those who do not. We promote friendship, tolerance, and understanding of uniqueness. This may be achieved through teaching in RE and PSHE/RSE lessons, in reading text and stories from different cultures, learning a modern language or exploring music from different parts of the world for example. We promote links with our local community and welcome visitors with special knowledge to support our learning and understanding.

Roles and Responsibilities

The Governing Body

- Promote and support the school ethos of equality to ensure that nobody is discriminated against at Kingshill Infant School because of any protected characteristic.
- Ensure through monitoring all aspects of the school are fully inclusive of its pupils and respond to needs based on protective characteristics.
- Ensure there is no discrimination regarding recruitment on grounds of any protected

characteristics.

- Ensure wherever possible the school is accessible and reasonable adjustments are made to meet the needs of all members of our school community.
- Ensure that communication systems used by the school are as accessible as possible. • Monitor and review the issues arising from this policy and disseminate outcomes to the whole school community together with a summary of actions to be taken.
- Ensure that the Equality Policy is published and communicated throughout the school and updated every 3 years

Headteacher and Senior Leaders

- Share and promote the school Equality Policy with all members of staff, pupils and the school community.
- Provide staff training.
- Promote equality in curriculum development and all school policies.
- Celebrate diversity/equality and achievement and promote respect for individuals. • Investigate and treat discriminatory incidents seriously.
- Listen to and involve pupils, carers, parents and staff in decision making and policy review. • Welcome applications for school place and employment ensuring that all appointment panels give due regard for this scheme.
- Report to governors

All staff

- Be aware of the Equality Scheme.
- Treat all members of our community with respect and treat everyone fairly. • Challenge discrimination, prejudice, and harassment and report any incident to the Headteacher.
- Provide a role model for the school community.

Reporting an incident

All incidents will be recorded using the school CPOMs system and shared with the SLT. In responding to the incident the SLT will aim to provide support to the pupil or adult who have experienced discrimination – implement appropriate consequences and implement actions to prevent further discriminatory actions. Incidents will be reported to governors termly.

Equality Objectives (set September 2023)

In order to ensure equality of education and opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, religion or socio-economic background we have set the

following objectives:

Objective 1: To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

Objective 2: To raise levels of attainment in core subjects for vulnerable learners.

Objective 3: To review areas of the curriculum to ensure adequate levels of diversity.

This policy will be reviewed in November 2025