

# GLENCORSE PRIMARY SCHOOL

*'A small school building big dreams'*

## Equality and Fairness Policy

At Glencorse Primary School we are committed to providing and maintaining equality of opportunity for all children, staff, parents and carers within the school.

We aim to provide equal opportunities for all children whatever their ability, gender, race, background or culture. We want all children to achieve their full potential during their time in Glencorse Primary School. As such, we work to ensure that our expectations, attitudes, practices do not prevent any child from reaching their potential.

### **AIMS**

- To ensure that discrimination on the basis of creed, colour, culture, origin, gender and ability is unacceptable in school
- To ensure that every person in school contributes towards a happy and caring environment by showing respect for an appreciation of each other as individuals
- To promote the principles of fairness and justice for all through the experiences that we provide in school
- To ensure that all children have equal access to the full range of opportunities provided in the class
- To ensure that children's progress is monitored to ensure all children achieve success
- To provide staff training where relevant to ensure that all follow these principles

### **Race or cultural background**

Under the amended 'Race Relations Act' (2000) it is unlawful to discriminate against someone because of their race.

We will ensure that children, parents, and staff from different ethnic groups, cultures, religions and background are provided equality of opportunity and are not discriminated against either openly or covertly.

See our Race Equality Policy.

### **Gender**

Any difference involving gender, which arise, are dealt with sensitively and are discussed with the children.

### **Age**

We will ensure that children of different ages are provided with appropriate activities and that children are not excluded from activities solely on the grounds of their age.

## **Ability**

We want all children to achieve their full potential during their time with us. As such, and we will ensure that our expectations, attitudes and practices do not prevent any child from reaching their potential whatever their ability. We will ensure that all children receive equality in teaching time and support.

## **Additional Support Needs**

Anyone with a barrier to learning is stated to have additional support needs. This can be due to factors relating to social, emotional, cognitive, linguistic, disability or family and care circumstances.

Additional support needs may be long term or short term. Appropriate arrangements will be taken so that needs are catered for in order for everyone to be able to access all aspects of school education.

## **Parents**

We will ensure that each parent/carer is treated in a manner, which ensures that they have full and equally access to support, information and resources.

## **Staffing**

- All staff will have equal access to opportunities and in-service training
- Having the opportunity to be involved in policy forming and decision making

## **Monitoring and Review**

Practices and approaches involving equally opportunity in terms of age, ability, additional support needs, gender, religion, race or cultural background will regularly be reviewed by all members of staff when auditing aspects of ethos. We will also audit our school policies to ensure they take account of inclusion and equally opportunities for all. Practices and procedures will also be amended in light of any changes in legislation.

Julie Barnes  
May 2018