



Equality Policy

2021 - 2022

Accepted by Trustees in: March 2021

Due for next review in: March 2022

Introduction

Every member of our school community is regarded as being of equal worth. We recognise and value differences and try to meet the needs of individuals in order that everyone has access to the educational opportunities offered by the school. Our school believes that every member of our school community including staff, trustees, children, parents, carers, the community and our visitors have an important role to play in ensuring that we actively promote equality and strive to eliminate discrimination.

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster positive attitudes and relationships.

Our school provides equality of opportunity to all groups and individuals. Whether or not they have disabilities, whatever their ethnicity, culture, economic background, national origin or national status, pregnancy, maternity, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.

Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination.
- The Equality Act 2010 (Specific Duties) Regulations 2011, which requires schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives.
- We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities and the Human Rights Act 1998.

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

Roles and responsibilities

The Trustee Board and Headteacher are responsible for ensuring that all members of our school community comply with this policy.

The Headteacher is responsible for ensuring that all staff are aware of, and comply with, their responsibilities under this policy. The Headteacher will take appropriate action in the event of any discrimination or harassment.

The Headteacher and Associate Headteachers will ensure that all staff receive appropriate training and support.

Teachers and support staff will ensure that equality and inclusion is promoted in their classrooms/duties. This may be done through the curriculum, classroom displays, valuing and celebrating important events for children in class, etc.

All visitors to our school are expected to comply with this policy at all times.

Our Mission Statement

At Woodside we strive to ensure that our children are happy, confident and aspirational, always trying their best.

Woodside children are encouraged to be respectful, resilient and to take responsibility for their own actions, making positive contributions that are recognised and celebrated by the wider community.

Our School Values

Creativity
Aspiration
Respect
Empathy

Leadership and management

The Trustee Board and school leadership team set clear expectations and foster a school culture that is committed to equality for every adult and child in our school community. These expectations and our ethos are reflected in our school policies.

Our school values run through every aspect of school life, including teaching and learning. Staff embed these values in all subjects including assemblies, School Council, Eco Committee and special events throughout the year such as Children in Need, etc.

All members of Woodside leadership team foster positive attitudes, relationships, mutual respect and a sense of belonging between individuals, groups and communities.

Staffing and recruitment

All staff appointments and promotions are based on a fair and transparent recruitment process which is compliant with the law. At Woodside School we will not tolerate discrimination or harassment in our employment practice or in daily life at our school. We promote equality across all groups within our workforce.

Recruitment and promotion is based on the merit of a person to fulfil the role. All eligible candidates are considered with equal opportunities. The individual beliefs of all staff are respected, including complying with reasonable requests relating to religious observance and practice.

All staff at Woodside receive equal access to appropriate continuing professional development. Some training is directed (such as Child Protection) but we do seek to support staff with development in areas of interest to them when appropriate. For example, training in special educational needs or outdoor learning.

Curriculum

At Woodside School, our curriculum is carefully tailored to our children in each year group and with a whole-school approach to spiritual, moral, social and cultural development. All staff are committed to developing the cultural capital for every child in our school through a rich, stimulating curriculum. Each year group publishes their termly curriculum map on the school website.

Resources take into account equality and diversity. For example, mentor texts are carefully selected to give our children experiences of other beliefs, life experiences of other children, promote discussion around global affairs, to inspire and to introduce possibilities for the future, etc.

We take into account different learning styles and provide opportunities for all children. Personal development and academic development go hand-in-hand.

Extra-curricular activities

Every child at Woodside has access to a broad range of extra-curricular activities and clubs. All Woodside children have access to visits off-site or visitors to our school. We also provide numerous clubs before and after school including:

Breakfast Club
After School Club
Holiday Clubs
Art
Football
Origami
Choir
Performing Arts
Cooking
Multi-sports
Martial Arts
Netball
Hockey
Rugby
Gardening
Eco Club
Languages
Gymnastics
Construction
Film
Crafts

Where there is a cost for extra-curricular activities, we ensure that no child is discriminated against for any reason.

Behaviour, attendance and admission

Our behaviour, attendance and admission policies and procedures fully comply with our duties under the Equality Act.

Leave of absence is granted for special events related to personal beliefs and practices where appropriate. Provision made to support children not attending school for any reason.

Reasonable and appropriate adjustments are made for children with special educational needs. We also take into account personal circumstances that may impact on individuals.

Our equality objectives 2021 – 2022

Objective	Focus group	Actions
1. To monitor and address pupil wellbeing on full return following series of national COVID-19 lockdowns	Whole school	See COVID Recovery Plan
2. To identify and address key gaps in mathematics and English following series of national COVID-19 lockdowns	Whole school	See COVID Recovery Plan

Other relevant policies/plans

Behaviour Policy
Accessibility Plan
SEND Policy
Admissions Policy
Safeguarding and Child Protection Policy

Monitoring and review

Senior leaders monitor the implementation of this policy in all teaching and learning activities and in daily life in our school through observation, scrutiny of the planned curriculum and children's work books, etc.

The Trustee Board and Headteacher are responsible for ensuring that all members of our school community comply with this policy.

This policy will be reviewed annually by the Headteacher annually. At every review, it will be approved by the Trustee Board.