

Gorebridge Primary School Policy

EQUALITY POLICY

Values and Aims

Inclusion at Gorebridge Primary School provides equality and equity for all in order to promote the highest possible standards of achievement. Positive attitudes to race and cultural diversity are fostered within the school. At present, our school has little representation from minority ethnic groups; however issues of race and religion are fully integrated into the curriculum.

Within the school, racism and prejudice of any kind is not tolerated and incidents will be dealt with according to school policy inline with the guidelines prepared by Midlothian Council.

Through Personal and Social Education, Religious and Moral Education, and Environmental Studies programmes, all ages of children and young people will be helped to develop positive attitudes to other people and to respect and celebrate difference.

Our aims:

- deliver a curriculum which contributes to an appreciation of cultural diversity and helps pupils to recognise and challenge prejudice, bias and stereotyping
- ensure that children are included in all school activities regardless of religious beliefs and/or dress
- ensure that parents are not disadvantaged in accessing information about their child's education due to language or literacy difficulties
- encourage ethnic minorities in the community to be represented on the School Board and that representatives are provided with the opportunity to be consulted on a wide range of policies
- deal effectively with, and take seriously, any incidents of racial and/or cultural harassment. This will include name calling and/or social exclusion of children who are not Scottish, and those who are members of Scottish Traveller groups

The school will endeavour to:

- promote equality of opportunity and access
- promote racial equality and good race relations
- oppose all forms of prejudice and discrimination
- Ensure all pupils with a disability have access to the school building and to the curriculum.

Our approach to equality is based on the following key principles:

1. All learners are equal

This includes those that are disabled, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.

2. Recognising, respecting and valuing difference and understanding diversity

At Gorebridge Primary School we strive to remove barriers, in relation to disability, ethnicity, gender, religion, belief or faith and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

3. Fostering positive attitudes and relationships

We actively promote positive attitudes and mutual respect between groups and communities different from each other.

4. Fostering a shared sense of cohesion and belonging

We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life. Parents/carers are welcome in our school and encouraged to play a meaningful role in their child's education and achievements.

5. Observing good equalities practice for our staff

We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development.

6. Having the highest expectations of all our children

We have high expectations for attainment and achievement and those targets and goals are communicated to the pupils regularly/daily?

7. Working to raise standards for all pupils, but especially for the most vulnerable

We believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school. A range of methods and strategies are used to assess pupil progress. Pupils are monitored closely to identify targeted support and/or intervention. The school works closely with other partner agencies and outside bodies to support pupils and to provide advice and/or additional educational programmes.

Each area of the curriculum is planned to incorporate the principles of equality and to promote positive attitude to diversity.

The content of the curriculum reflects and values diversity. It encourages pupils to explore bias and to challenge prejudice and stereotypes. Gorebridge Primary School have established a school partnership with a school in Sri Lanka which will enable the children to have learning and teaching opportunities when establishing interactions between classrooms which will open up new understanding of societies, languages and cultures around the world.

Teaching and Learning

All staff ensure the school and classroom is an inclusive environment in which pupils feel all contributions are valued.

Behaviour and Discipline

The school expects high standards of behaviour from all pupils, appropriate for their age and stage of development. We have procedures for disciplining pupils and managing behaviour that are fair and applied equally to all. All staff is expected to operate consistent systems of rewards and discipline.

Responsibilities

Headteacher liaises and supports staff, pupils and parents/carers in implementing the policy. The Headteacher or assigned Co-ordinator will keep up to date with new developments and ensure that staff is well informed.

Resources

Cool in School, Keeping Myself Safe