

Bledington Primary School

Equality Policy



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Please also refer to our Safeguarding, Health and Safety, Behaviour, SRE and Anti-bullying policies. All our policies are available at:

<https://www.bledington.gloucs.sch.uk/policies/>

Safeguarding Statement

At Bledington Primary School we respect and value all children and are committed to providing a caring, friendly and safe environment for all our pupils so they can learn, in a relaxed and secure atmosphere. We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by, or invited to deliver services at Bledington Primary School. We recognise our responsibility to safeguard all who access school and promote the welfare of all our pupils by protecting them from physical, sexual and emotional abuse, neglect and bullying.

Bledington Primary School Equality Policy

Bledington Primary School is committed to promoting equality and diversity in all its forms. We believe that every pupil, staff member, and visitor has the right to be treated with respect and dignity, and to learn and work in an environment free from discrimination. This policy sets out the principles and practices that underpin our commitment to equality and our strategy for promoting it within our school community.

Aims and Objectives

1. **Promote Equality and Diversity:** Ensure that all pupils, staff, and visitors are treated equally, regardless of age, gender, race, disability, sexual orientation, religion, or belief.
2. **Eliminate Discrimination:** Actively work to prevent and tackle all forms of discrimination, harassment, and victimization.
3. **Foster Good Relations:** Encourage positive relationships and mutual respect among all members of the school community.
4. **Advance Equality of Opportunity:** Provide equal access to education and opportunities for all pupils and staff.

Guiding Principles

1. **Respect and Dignity:** Every individual is entitled to be treated with respect and dignity.
2. **Inclusion:** We strive to create an inclusive environment where all individuals feel valued and can participate fully in school life.
3. **Equality of Access:** All pupils should have equal access to the curriculum and extracurricular activities.
4. **Positive Action:** We will take proactive steps to address any disparities and promote equality.

Roles and Responsibilities

1. **Governors and Headteachers:** Ensure the implementation and monitoring of the equality policy.
2. **Staff:** Uphold the principles of equality and promote an inclusive environment through their teaching and interactions.
3. **Pupils:** Respect each other's differences and work collaboratively to foster a supportive school community.
4. **Parents and Carers:** Support the school's efforts to promote equality and diversity.

Implementation and Monitoring

- Regular training for staff on equality and diversity issues.
- Incorporating equality principles into the curriculum and school activities.

- Monitoring and reviewing school policies and practices to ensure they align with equality objectives.
- Gathering and analysing data to identify any inequalities and take appropriate action.

Complaints and Reporting

Any complaints related to discrimination or breaches of this policy will be taken seriously and investigated promptly. Staff, pupils or parents can report concerns to the Headteachers or designated equality coordinator.

Review

This policy will be reviewed every three years by the governing body to ensure its effectiveness and relevance.

Conclusion

Bledington Primary School is committed to creating a safe, inclusive, and equitable environment for all. We believe that by promoting equality and diversity, we can foster a positive and supportive community where every individual can thrive.

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