



Blackness Equalities Policy



Introduction

At Blackness Primary School, as in all public organisations, we have a statutory duty under the Equality Act 2010 to ensure that discrimination of all kinds is eliminated and that we promote positive relationships between people of different groups. However, at Blackness Primary School we work towards these aspirations because not only are they enshrined in law but because we believe they reflect our vision of providing a happy, welcoming environment for all members of the community and valuing every individual.

The school is committed to attaining equality for all pupils and staff. We will work towards eliminating discrimination and will take positive action to ensure access to school life is bias free and made equally and easily available to all.

Aims

We aim to equip pupils with an awareness of our diverse society and to appreciate the value of difference. This will be achieved by adherence to the following principles:

- The primary objective of Blackness Primary School will be to educate, develop and prepare all our pupils for life whatever their Disability, culture, race, religion or belief, sex, sexual orientation or gender identity*.
- Discrimination of any form is not acceptable.
- Pupils and teachers will further this objective by contributing towards a happy and caring environment and by showing respect for, and appreciation of, one another as individuals.

We as a school community will make a promise to each other to help and nurture our children to be the best they can be, make good choices and develop the skills they need to do well as they make their way in the world.

Values:

Ready
Respectful
Safe

Managing Equality in Practice

1. Admission

The school follows the Dundee City Council Policy on admission and does not use gender, race, colour or disability as criteria for admission.

2. Registration

Pupils' names will be accurately recorded and correctly pronounced. Pupils will be encouraged

to accept and respect names from all cultures.

3. Curriculum Access

Where necessary and feasible, adjustments will be made to ensure that all pupils have full access to the curriculum. These adjustments could include room changes, provision of special equipment or materials, access to gender neutral toilets and changing, and additional support. All children should be encouraged to participate in, and have equal access, to all activities provided in the school.

4. Curriculum

Through the curriculum we will develop positive values towards all groups and equality of opportunity should permeate the whole curriculum. Curriculum materials will be free of any stereotypical images or text and should reflect our belief that people from all groups should be treated equally and have equal access to all aspects of life. We will use books, toys and materials to meet the needs of children of differing ages and abilities, and which reflect the many different identities and cultures in society today. We should discourage use of groupings which are based purely on one criterion e.g. girls' team and boys' team. Children will not be asked to line up in boys and girls lines.

Staff should be aware of possible cultural assumptions and unconscious bias within their own attitudes and ensure that these do not permeate their teaching.

5. Language

The school views linguistic diversity positively. Pupils and staff must feel that their natural language is valued.

Our use of language should reflect our values and should be on a person first basis ie we should not talk about disabled children but if the need arises should use **children who have disabilities**, similarly we would use children who have **English as an additional language** etc. We should not use phrases such as boys and girls but rather would use **children** or **Everyone**. Our use of language will always reflect our school philosophy of treating people with kindness and respect.

Discrimination

- All forms of discrimination by any person within the school will be treated seriously, as such behaviour is unacceptable. Offensive symbols, badges and insignia on clothing and equipment will not be allowed in school.
- Parents should be aware of the school's commitment to equal opportunities.
- Any incident of harassment or negative discrimination is unacceptable. Incidents of this nature may include (but are not exhaustive) :-
 - Verbal abuse
 - Damage to personal property
 - Physical assault
 - Lack of co-operation
- Staff witnessing or being informed of an incident need to :-
 - Stop the incident and comfort the person who experienced it.
 - Report the incident to a member of the management team who will then take appropriate action, following Dundee City Council's Equality Policies and will contact the parents of all children involved in the incident.

Staff

As well as having responsibilities in ensuring that pupils are not discriminated against, the staff team at Blackness have a right to be treated fairly and to be free from any discrimination. All staff will be treated in the same manner irrespective of gender, disability, age, race, religion, sexual orientation, marital/civil partnership status or pregnancy/maternity. Similarly, they should be free from harassment which has any of these factors as its origin.

If any member of staff feels that this is not the case they should speak to the Head Teacher unless they feel it is the Head Teacher who is treating them unfairly in which case they should contact the Primary and Early Years Education Manager responsible for the school.

* This reflects the Equality Act (2010)'s protected characteristics.