



Boxgrove and Kidbrooke Park Primary School Equality Policy



Our commitment to equality

Our schools are firmly committed to tackling discrimination and promoting equality of opportunity. We believe that the diversity of Greenwich is one of our greatest assets and should be celebrated and valued. Our commitment to promoting equality applies to all areas of our work including service provision and commissioning, employment, regulation and in our role as a community leader. We will work with our partners in the private, public and community sectors to achieve our objectives. We take pride in the diversity and vibrancy of the Greenwich community. Our borough is diverse across age, cultural heritage and faith.

Our schools 'have due regard to the need to':

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Our schools ensure that they do not unlawfully discriminate in respect of the following protected characteristics:

- Age: referring to a person within a particular age range or of a particular age.
- Disability: referring to a person with a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
- Race: referring to a group's defined race, colour, and nationality (including citizenship) ethnic or national origins.
- Gender: referring to Gender has the meaning usually given to it and refers to whether a person who identifies as male, female or transgender.
- Religion or belief: in this context, religion carries the meaning typically given to it and belief includes religious and philosophical beliefs that do not lie within a religion, including lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
- Sexual orientation: referring to a person's sexual attraction whether that be towards the opposite sex, their own sex or to both sexes or no sex.
- Gender reassignment: referring to the process of transitioning from one gender to another. For individuals within this group, the Act provides protection for transsexual people from discrimination and harassment in various areas, such as work or the provision of goods and services.
- Pregnancy and maternity: referring to being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In

the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

- Marriage and civil partnership (employment only): referring to employees who are married or in a civil partnership from discrimination at work. The Equality Act 2010 requires civil partners to be treated the same as married couples, within a wide range of legal matters. Single people are not protected under this.

It is the School's duty to remove or diminish any disadvantages individuals might face because of their protected characteristics, and ensure that individuals are clear on how the law and Royal Greenwich's Equality policy protects them.

Our objectives

We understand that promoting equalities requires two approaches: tackling discrimination and empowerment. We aim to:

- Ensure that our services are accessible and achieve outcomes consistent with our responsibilities under the Equality Act 2010
- Foster good community relations and promote social cohesion
- Improve our understanding of the needs of different communities in the borough, through effective community profiling, consultation, liaison and involvement, with the aim of providing our services more equitably
- Treat our staff equitably in all areas of employment including recruitment, career development, pay and training
- Aim to make our workforce representative of the local community. This includes representation at different pay grades
- Tackle hate crime and harassment, and promote community safety and social cohesion
- Tackle harassment and bullying in the schools and in the workplace through empowering staff to speak out against bullying when they experience or witness it
- Close the gap in outcomes for citizens and pupils
- Ensure that our residents and staff are aware of how the Equality Act 2010 and Royal Greenwich Equality Policy protect them

We will:

- Ensure that equality is integrated into our SDP, commissioning, management and delivery.
- Monitor equality attendance at key events, involvement in school life and pupils' attainment services and Council employment through equality criteria.
- Provide training and information for our staff to ensure they are aware of the policy and able to apply it when carrying out their duties.
- Consult and liaise with diverse stakeholders, using clear lines of communication to ensure cooperation and community cohesion.
- Encourage people from protected groups to participate areas where they are underrepresented.

Who is responsible for equality?

Every member of staff, Governors, visitors and students within the Schools have a responsibility to promote respect, good relations and tackle inequality, both as collectives and as individuals:

Senior Leaders

To ensure that all aspects of their services comply with the policy, all our Senior Leaders have a responsibility for eliminating discrimination and dealing promptly and appropriately with concerns and discrimination which have been reported to them, or which they have witnessed. Senior Leaders must promote awareness of this approach and for supporting learning and development opportunities to enable departments, services and business units and staff to support the implementation of this approach. Senior Leaders are responsible for developing and delivering on relevant equality objectives and in undertaking equality analysis as part of business planning.

Individual staff

To comply with the requirements of the approach and apply the good practice learnt in their training and development opportunities. All Partnership/School employees are required to ensure fairness towards colleagues, service users and other members of the community in carrying out their duties. Staff are expected to promote the policy in all aspects of service delivery and work towards the elimination of discrimination. Staff have a duty to report instances of discrimination to their manager at the earliest opportunity, so that appropriate action can be taken to remedy the situation.

Contractors

The Council requires that those who provide services on its behalf, or organisations which are funded by the Council, ensure that their service provision and employment practices are consistent with the policy and compliant with the General Duty as set out in the Equality Act 2010.

This policy is monitored by the governing body, and will be reviewed annually.