

Equality Policy

Approved: July 2025

Review Date: July 2026

Hawthorn Tree Primary school is committed to promoting equality and when carrying out our functions, in accordance with the Public Sector Equality Duty, we will 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 without
- foster good relations between people who share a protected characteristic and those who do not

There are nine protected characteristics under the Equality Act 2010. We will not discriminate against, harass or victimise and pupil, prospective pupil or other member of the school community because of their race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity, marital or civil partnership status or gender reassignment.

We also:

- publish information to demonstrate how we are complying with the Public Sector Equality Duty; and
- prepare and publish equality objectives

Hawthorn Tree Primary School is committed to an inclusive ethos based on respect for, and celebration of, ethnic diversity. The school strives to prepare all pupils for living in a multi-cultural and multi-ethnic society. The school will strive to promote race equality in all dimensions of the school's life and community.

We will:

Take positive action to eliminate racial discrimination and harassment

- Promote equality of opportunity for all members of the school community
- Promote good relations between people of different racial groups

Cultural and ethnic diversity will be valued in the curriculum, in the school workforce, the governing body, the parental body and the student body. We will ensure that the culture and ethos of the school places equal value on the diverse racial faith and ethnic groups, cultural and linguistic heritage represented in our society.

We acknowledge and value all ethnic and national groups represented in the school community, including Asylum Seekers, Refugees, Gypsies and other Travellers.

We recognise we live in a multi-cultural and multi faith community and we will strive to recruit a workforce to reflect this.

We endorse the recommendations of the Stephen Lawrence Inquiry Report.

We accept the definition of racism and institutional racism included in the Stephen Lawrence Inquiry Report:

“Conduct or words which advantage or disadvantage people because of their colour, culture or ethnic origin”.

Definition of Racism

The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people.

Definition of Institutional Racism

We will ensure that all members of the school community will have the opportunity to improve their own understanding of race equality and understand their personal responsibility to promote race equality.

School Policies

All school policies will have an explicit aim of promoting race equality and will be reviewed in terms of their contribution and effectiveness in achieving this aim.

Curriculum

Hawthorn Tree Primary School provides a broad and balanced curriculum for all pupils (see *curriculum statement*). The school accepts the three principles in the statutory inclusion statement for the National Curriculum:

- Setting suitable learning challenges for all pupils
- Responding to pupils' diverse learning needs
- Overcoming potential barriers to learning and assessment for individuals and groups of pupils

We recognise that citizenship presents opportunities for encouraging respect for diversity.

Our curriculum leaders are responsible for ensuring their subject programmes/schemes of work raise awareness of multi-cultural issues and challenge stereotypical views of different racial groups and nomadic communities. In the purchase of resources, our curriculum leaders will ensure that materials reflect and celebrate ethnic and cultural diversity.

Teaching & Learning

Hawthorn School strives to ensure that teaching and learning styles include and raise achievement of all pupils.

We will ensure that methods of assessment are culturally neutral and do not disadvantage pupils for whom English is an Additional Language.

We will ensure that setting and grouping arrangements raise achievement of all pupils and do not reinforce negative stereotypes or lower the self-esteem of pupils.

Teachers will seek opportunities to introduce activities that demonstrate the value of other cultures and encourage children to discuss race equality.

Hawthorn School is committed to working in partnership with local minority ethnic community groups and promoting racial harmony.

Community, Consultation & Partnership

We will be pro-active in encouraging representation on the school governing body to ensure it reflects the ethnic profile of our school population and the community.

We will welcome minority ethnic community and faith groups by inviting them to join in the celebration of cultural and religious festivals in our school.

We will be pro-active in recruiting community volunteers to ensure the school's volunteer profile reflects the ethnic profile of the school population and the community.

We will take positive action to ensure that communication is accessible to all.

We will ensure that all community groups using the school building are aware of our Race Equality Policy.

Hawthorn Tree Primary School will not tolerate any form of racial harassment or abuse.

We accept the definition of a racial incident as included in the recommendations of the enquiry into the death of Stephen Lawrence:

Racial Incidents

Racist Incident – A racist incident is any incident which is perceived to be racist by the victim or any other person.

Racist incidents are logged and issues dealt with according to the behaviour policy.

All instances are dealt with immediately by a member of the leadership team and the outcomes are communicated to the individuals concerned.

Hawthorn Tree Primary School will ensure that ethnic monitoring of the pupil population and the workforce is undertaken positively to ensure equality of opportunity and high achievement for all groups.

The Headteacher will ensure that all staff involved in recruitment, staff development and admissions receive appropriate training and understand the process and rationale for collecting data on Ethnicity.

Ethnic monitoring

The Headteacher will ensure that data on the ethnic profile of the school is used to monitor the impact of policies on pupils, staff and parents from different racial groups.

Hawthorn Tree Primary School is committed to monitoring equality by considering representation in the following areas:

- Admissions
- Attainment in all curriculum areas
- Attendance
- Racist Incidents and Action Taken
- Selection and recruitment of staff
- Staff development
- Suspensions/ exclusions
- Awards and rewards
- Disciplinary sanctions
- Participation in extra-curricular activities

- Attendance at parental consultations
- Governing Board representation and retention

Review of the Equality Policy

The Equality Policy shall be reviewed annually.

Responsibility

It is the responsibility of all members of the school community to:

- Promote equality and supports the implementation of the Equality Policy
- Behave in a manner which respects and values cultural and linguistic diversity
- Challenge and eliminate discrimination, harassment and abuse