

# Staff and Visitors Guide to OBS Equality Policy



**Approved by Governing Body: Spring Term 2025**

**Date of next review: Spring Term 2027**



## Old Basford School Equality Policy

### Policy Introduction

The policy sets out Old Basford School's approach to promoting equality, as defined within the **Equality Act 2010**. This Act replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. It consolidated this legislation and also provided some changes for schools. It covers age, disability, gender reassignment, race, religion or belief, sex and sexual orientation, pupils who are pregnant or have recently given birth and the school statutory duty to produce a Single Equality Scheme from April 2011.

In **May 2014** the Department for Education produced a non-statutory, advisory document for school leaders, school staff, governing bodies and local authorities. It was produced to help schools to understand how the Equality Act affects them and how to fulfil their duties under the Act. Our policy uses this to ensure our school does not discriminate in any way.

### Vision and Values Statement

As outlined in our vision statement, Old Basford School is an aspirational school for all of our pupils. Each one of them is valued as a unique individual and we set ourselves the goal of ensuring that they each meet their utmost academic potential and, in addition to this, unearth an individual talent beyond the academic curriculum. Old Basford School passionately believes that ALL of our children are entitled to an inspiring curriculum that prepares them for life using the 4 E's (Empower, Educate, Equip and Enrich). ALL children are treated equally and celebrated for their diversity, having access to every opportunity and ensuring that our school motto 'opportunities bring success', is available for every child within school.

**British Values** – The Government emphasises that the key British Values are taught in schools, at Old Basford School we strive for all our children, regardless of their background, to value, respect and celebrate the school and wider community. We strongly encourage them to become independent, well rounded members of a diverse British society who treat others with respect and tolerance. We celebrate difference and diversity, which is at the heart of our school. OFSTED outline that the key british values are: According to Ofsted, British values are:

- democracy;
- the rule of law;
- individual liberty;
- mutual respect;
- tolerance of those with different faiths and beliefs and for those without faith;
- responsibility.

We ensure that these are taught, respected and celebrated within our curriculum and wider school life.



### Equality Objectives

**Equality Objective 1:** To ensure the schools behaviour policy does not impact negatively on equality groups

**Equality Objective 2:** To foster good relations, we will provide more opportunities for pupils to appreciate their own culture and celebrate the cultural diversity of others.

**Equality Objective 3:** To advance equality of opportunities for all groups in attainment, progress and additional opportunities.

### Equality Aims

- **EAL** -Currently we have around 19% of our pupils falling into this category, therefore it is essential that support is integrated into our curriculum, teaching, resources, communication and staff training. The school views linguistic diversity positively and staff should be aware of the language and dialect spoken by pupils and their families. Staff must be conscious of any discriminatory connotations in the language they themselves use. Pupils and staff must feel that their language or dialect is valued. They should, therefore, be allowed to use their home language or dialect in school, but should never use it to exclude others.
- **Admission** – The school follows the LA/Governing Body Admission Policy, which does not permit sex, gender, ethnicity or disability to be used as criteria for admission
- **Discrimination** - All forms of discrimination by any person within the school are to be treated seriously. All incidents should be recorded, on CPOMS and to SLT, whether they take place in the playground, corridors or teaching areas. It should be made clear to all offenders that such behaviour is unacceptable. Parents should be aware of the school’s commitment to equal opportunities.
- **Staff** – The school values diversity amongst the staff. In all appointments, the best candidate will be appointed, based upon strict professional criteria. All staff should be aware of possible assumptions and bias within their own attitudes.
- **The Curriculum** – To ensure that the curriculum effectively supports the needs of all children, with particular reference to vulnerable groups. Every effort is made to remove barriers to full pupil participation. We ensure that the way in which issues are taught do not subject individuals to discrimination. The curriculum must be balanced, objective and sensitive, and must not discriminate against age, disability, gender reassignment, race, religion or belief, sex and sexual orientation.
- **The Public sector Equality Duty** – staff will have a ‘due regard’ to equality, when making decisions or carrying out particular functions.
- **Resources** – The school’s aim is to provide for all pupils according to their needs, irrespective of sex, gender, ability or ethnicity. Staff must ensure that resources, wherever possible, reflect our society and contain positive images of all groups. Pupils should have accurate information about different groups.



**Responsibilities**

1. Governing Body
  - ensuring that the school complies with the equality act 2010 and ensures all procedures and strategies are implemented correctly.
  
2. Head Teacher and Senior Leadership Team
  - implementing the equality act and its related procedures and strategies.
  - ensuring that all staff are aware of their responsibilities and are given appropriate training and support so that they can fulfil their responsibilities.
  - taking appropriate action against staff or pupils who discriminate.
  
3. All staff- ensure that the curriculum delivered is unbiased and balanced, showing no discrimination against: age, disability, gender reassignment, race, religion or belief, sex and sexual orientation.

**For Further Information – see our policies on**

Disability

Admissions

Anti-bullying

Equality Action Plan