



Goostrey Community Primary School

Equality Objective Policy

Adopted Summer 2019

To be reviewed Summer 2023

Goostrey School is committed to promoting and achieving equality of opportunity for all our pupils, staff, governors, parents, carers and all those within our extended School Community.

We acknowledge that it is very important for us all to work together in achieving our aim of being fully inclusive and accessible and ultimately in providing a quality learning experience for our pupils.

At Goostrey Primary School we welcome our duties under the Equality Act 2010.

We will not discriminate against, harass or victimise any pupil, prospective pupil, staff member, governor, visitor or other member of the school community because of their:

- Age
- Gender
- Gender reassignment
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.

- **The objectives of this Equality and Diversity Policy are to:**
- develop an ethos which respects and values all people
- actively promote equality of opportunity
- prepare pupils for life in a diverse society
- promote good relations within the School and the wider communities within which we work
- eliminate all forms of unfair discrimination, prejudice, bullying, harassment or other oppressive behaviour
- deliver equality and diversity through our School policies, procedures and practice
- enable and support all pupils to develop their full potential
- Challenge stereotypes and acknowledge and value diversity
- do our utmost, within available resources, to remove barriers which limit or discourage access to School provision and activities
- take positive action to provide encouragement and support to individuals and groups whose progress has been limited by stereotyping and cultural expectations
- monitor the implementation of equality and diversity within the School
- set out our actions for fulfilling these objectives and evaluate the impact of achieving our goals

The Governors are responsible for:

- making sure the School follows all of its equality and diversity policies and codes, and meets its legal responsibilities with respect to equality

The Head Teacher is responsible for:

- ensuring policies and procedures are in place to comply with all equality legislation
- ensuring that the School implements its equality and diversity policies and codes of practice
- following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying
- ensuring that appropriate records are kept of any cases of unfair discrimination, harassment or bullying

School managers are responsible for:

- putting the School's equality and diversity policies and codes into practice
- making sure that all staff know their responsibilities and receive the support and training necessary to carry them out
- following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying

All staff are responsible for:

- promoting equality and diversity, and avoiding unfair discrimination
- challenging any incidents of unfair discrimination, or racial, sexual or other stereotyping, perpetrated by pupils or other staff
- keeping up-to-date with equality law and participating in equal opportunities and diversity training
- reporting any incidents of unfair discrimination, harassment or bullying to senior managers
- adhering to all relevant policies e.g. Behaviour and Radicalisation and Extremism

Pupils are responsible for:

- respecting others in their language and actions
- understanding and tolerance of others
- being inclusive
- developing their full potential

Goostrey School does not tolerate any form of prejudice-related incident whether direct or indirect. When an incident is reported our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

We are continuously working towards a more accepting and respectful environment for our school community.

Goostrey School is required to keep and process certain information about staff members and pupils. School is also required to hold certain information about parents/carers, governors and volunteers in school. This information is kept and processed in accordance with the school's legal obligations under the General Data Protection Regulation (GDPR). The school may, from time to time, be required to share personal information about its staff, governors or pupils/families with other

organisations, mainly, but not limited to, the LA, other schools and educational bodies, and potentially children's services.

Appendix A

Dealing with Homophobic Name Calling

'Every child in every school has the right to learn free from the fear of bullying, whatever form that bullying may take. Everyone involved in a child's education needs to work together to ensure this is the case.'

Incidents of homophobic name calling/bullying are taken seriously and responded to in a similar way to other incidents. We recognise both indirect homophobic abuse e.g. 'your bag's gay' and direct homophobic abuse e.g. a boy is called a 'poof'.

Principles

The Law

- It is illegal to discriminate against those who are lesbian, homosexual, or bisexual (2007 Equality Act)
- Under the Education and Inspections Act 2006, head teachers, with the advice and guidance of governors and the assistance of school staff, must identify and implement measures to promote good behaviour, respect for others, self-discipline among pupils and to prevent all forms of bullying. This includes the prevention of homophobic bullying.
- Staff are protected under the Employment Equality (Sexual orientation) Regulations 2003.

What does it look like?

- Homophobic bullying/name calling occurs when bullying motivated by a prejudice against lesbians, gay or bisexual people
- It can include spreading rumours that someone is gay, suggesting that something or someone is inferior, bad, broken, rubbish or wrong and so they are "gay" – for example, "You're such a gay boy" or "That's gay"
- Even when pupils may not know what the words mean, but use homophobic language against others, it is still a form of bullying/name calling
- We do not view homophobic name calling as "harmless banter". We recognise that if it is not challenged at primary school it is harder to address at secondary school and as adults

□□ If a pupil is not explicitly told that homophobic bullying is wrong they may think it is OK to do this.

Responding to an Incident

If we hear a child using homophobic language **we will address it**, using the agreed guidance below and guided by our knowledge of the individual pupil's maturity and personal circumstances.

Foundation pupils

1. Establish why homophobic language was used? What was the motivation?
2. How did it make X feel?
3. Explain 'gay' is not the right word to use. What could they have done/said instead?
Help child to understand how their behaviour affects others
4. Ask the child to choose other words/actions which would help solve the problem in a positive way

Y1-Y3 pupils

1. Establish why homophobic language was used? What was the motivation?
2. How did it make X feel?
3. Ask if they know what the word means. After pupil answers –
 - Clarify “It’s when two men or two women love each other”.

 - State “Calling someone gay/something gay is not acceptable when the word is used to tease or upset someone.” Help child to understand how their behaviour affects others.
4. Resolve conflict (write letter, verbal apologies, shake hands etc.) in line with Behaviour Policy.
5. If name calling continues sanction child in line with Behaviour Policy

Y4 - Y6

1. Establish why homophobic language was used? What was the motivation?
2. How did it make X feel?
3. Ask if they know what the words mean. After pupil answers –
 - Clarify “It’s when two men or two women love each other and there’s nothing wrong with that/British law says there is nothing wrong with that”

 - State “Calling someone gay/something gay is not acceptable when the word is used to tease or upset someone, as it’s not using the word appropriately.” Help child to understand how their behaviour affects others.
4. Resolve conflict (write letter, verbal apologies, shake hands etc.) in line with Behaviour Policy.
5. If name calling continues sanction child in line with Behaviour Policy.

N.B. All homophobic incidents will be recorded. Judging the severity of the incident and the child’s response to their action, the incident may be placed on CPOMS and/or discussed with the child’s family.

Class teachers will, on occasion, remind pupils of the school’s stance on homophobic language e.g. in class time, group discussions, assemblies etc.

