



Hillcross Primary School

Equality, Diversity and Cohesion Policy

Child Version

Introduction

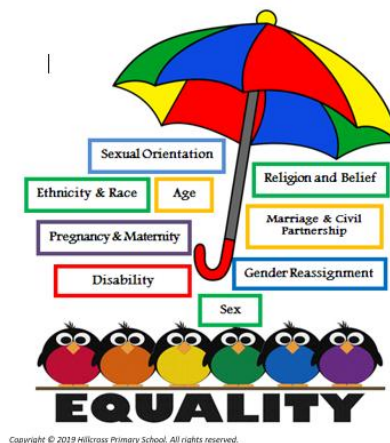
Our school is committed to equality and equity.

- Equality focuses on sameness (everyone gets the same thing).
- Equity focuses on fairness (everyone gets what they need to succeed).

Equality provides equal opportunity; equity aims to ensure equal outcomes.

We aim to ensure that everyone has equal opportunities and that everyone is treated fairly and with respect. We want to make sure that our school is a safe, secure and stimulating place for everyone. **The Equality Act protects people from discrimination on the basis of 'protected characteristics'.** The duties of the Equality Act reflect the UN Convention on the Rights of the Child and other human rights standards.

Discrimination is when someone treats you differently, unfairly or worse because of a characteristic (a feature or quality that makes a person different from others). The Equality Act refers to 'protected' characteristics. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.



Guiding principles

In order to meet our legal responsibilities of the Equality Act, at Hillcross we are guided by the following principles:

Principle 1: All learners are of equal value

Principle 2: We recognise and respect difference

Treating people fairly does not involve treating them all the same.

Principle 3: We nurture positive attitudes and relationships, and a shared sense of belonging

Principle 4: We aim to reduce and remove inequalities and barriers that already exist

We also take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between people with protected characteristics.

Principle 5: We seek the views of everyone in our school community so that all we do takes account of everyone's needs and lived experiences.

We create and publish specific and measurable equality objectives, based on the discussions we have conducted and the evidence that we have collected and published.

Principle 6: Society as a whole should benefit

We intend that our actions should benefit society as a whole, both locally and nationally, by promoting greater social harmony.

Our equality objectives are:

1. To develop and build networks across the community who can support families who are new to English to fully access school life.
2. To develop a sports culture where children of all genders take part collaboratively.

Teaching and Learning across the curriculum

All lessons and experiences in school are planned to ensure there are opportunities to:

- build awareness, understanding and respect for everyone,
- to recognise and respect difference
- promote positive attitudes and relationships

In order to eliminate discrimination, advance equality of opportunity and nurture good relations. We:

- ✓ recognise and celebrate all the beliefs, religious or otherwise reflected within our school community and encourage respect for different people's feelings and values (*spiritual development*);
- ✓ support children to recognise the difference between right and wrong and to apply this understanding in their own lives (*moral development*);
- ✓ enable children to work and socialise with people from different backgrounds and viewpoints to promote cooperation and the ability to resolve conflict appropriately (*social development*);
- ✓ foster understanding of and respect for cultural diversity (*cultural development*).

Addressing prejudice and prejudice-related bullying

At Hillcross we define prejudice as an unreasonable opinion or judgement made about people who are felt to be 'different' that leads to others treating them unfairly and unkindly without knowing them. This may be about how they look, their views or their beliefs and is often a fixed idea that the person holding the opinion is unwilling to change.

The school is opposed to all forms of prejudice including:

- prejudices around disability and special educational needs;
- prejudices around racism;
- prejudices against religious groups and communities;
- prejudices reflecting sexism, homophobia, biphobia and transphobia;
- prejudices about gender.

This links to our school Relationships and Behaviour Policy and Anti-Bullying Policy.

Safeguarding Commitment

It is everyone's responsibility to safeguard and promote the positive physical, emotional and mental welfare of all children.

Monitoring and Evaluation

The Equality Committee will work with the governing body to monitor the outcomes and impact of this policy on an annual basis.

Written by the Equality Committee: Summer 2024

Reviewed: Summer 2026

Date of next review: Summer 2027