



## Aims

HILT aims to provide equality and excellence for all in order to promote the highest possible standards of achievement. This policy is compliant with the Equality Act 2010.

Our Equality Policy is based upon the following core values as expressed in HILT's aims.

1. For everyone attending or involved with HILT schools to be treated fairly and with respect regardless of sex, race, gender, religion and belief, sexual orientation, gender reassignment, ability or disability
2. To enable all children to have access to a broad and balanced curriculum regardless of sex, race, gender, religion and belief, sexual orientation, gender reassignment, ability or disability.
3. To promote a culture of understanding and healthy respect for people different to themselves.
4. To promote a culture that recognizes, celebrates and respects differences between people.
5. To create a community where pupils and adults are well prepared for life in a diverse, pluralist society.
6. To create a sensitive and caring environment in which the children feel safe and secure and can use good role models to model themselves upon.
7. To treat all children and adults as individuals, recognising, developing and utilising abilities and skills.
8. To provide equal opportunities for children and adults involved in the school community (and beyond) of all abilities and backgrounds.
9. To provide equal opportunities for professional development for all staff.
10. To embrace and develop community cohesion.

## HILT Context

### HILT comprises of two schools.

- The Henry Moore Primary School built in 2001 is situated in the Church Langley area of Harlow.
- It has a roll of 570 children with 5 year groups with 3 classes and 2 year groups with 2 classes.
- Milwards Primary School and Nursery is on the west side of Harlow. It is a single form entry school with a nursery.

### 2024-2025 Demographics

#### Henry Moore

- Number on Roll - 559
- Female/Male - 282/277
- Ever 6 FSM - 61
- Pupil Premium - 62
- English as additional language - 157
- Pupils with EHCP - 15
- School Stability-Since Sept 2023 - In 33/Out 14

#### Milwards

- Number on Roll- 201
- Ever 6 FSM- 62
- Pupil Premium- 67
- English as additional language- 34
- Pupils with EHCP- 7
- Female/Male- 97F & 104M (R-Yr6) & 13F & 11M in Nursery
- School Stability-Since Sept 2024- 12 In-/3 Out

### Our approach to promoting equality

The overall objective of the school's Equality policy is to provide a framework for the school to pursue its equality duties to eliminate unlawful discrimination and harassment; promote equality of opportunity; and promote good relations and positive attitudes between people of diverse backgrounds in all its activities.

HILT endeavours to ensure that no member of the school community or any other person through their contact with the school receives less favourable treatment on any grounds

which cannot be shown to be justified. This covers race, colour, nationality, ethnic or national origin, religion or belief, gender, marital status, responsibility for children or other dependents, disability, sexual orientation, gender reassignment, age, special educational need, trade union or political activities, socio-economic background, where the person lives or spent convictions.

The principles of this policy apply to all members of the extended school community- pupils, staff, governors, parents and community members.

## **A Cohesive Community**

**In order to achieve a cohesive community we strive to:**

- Promote understanding, respect and engagement between communities
- Encourage all children and families to feel part of the wider community
- Understand the needs and hopes of all our communities
- Tackle discrimination
- Increase life opportunities for all
- Ensure that teaching and the curriculum explores and addresses issues of diversity

**At HILT Schools we:**

### **Teaching and Learning and Curriculum**

- Teach pupils to respect and understand others, we promote common values and value diversity-our Values Education, SMSC, RSE, RE. We promote respect and awareness of human rights and the responsibility to uphold and defend them. We work to develop the skills of participation and responsible action.

### **Equality and Excellence**

- Strive to ensure equal opportunities for all to succeed at the highest level possible, removing barriers to access, and participation in learning and wider activities and eliminating variations in outcomes for different groups.

### **Engagement and Extended Services**

- We provide a means for children, young people and their families to interact with people from different backgrounds and build positive relationships, including links with other schools and communities locally and beyond where possible.
- We enjoy excellent working relationships with other local schools in many ways. Sporting, musical and via Harlow Education Consortium.

- We support days such as Red Nose Day, Children in Need, Jeans for Genes.

## Race Equality

HILT is totally committed to

- Promoting total Respect
- Promoting equality of opportunity
- Promoting good race relations
- Elimination of unlawful racial discrimination

## Disability Equality

The Equality Act (2010) describes a disabled person as someone who has **‘a physical or mental impairment which has a substantial and long-term adverse effect on a person’s ability to carry out normal day to day activities.’** ‘long-term’ is defined as **‘a year or more’** and **‘substantial’** is defined as **‘more than minor or trivial’**.

HILT schools will have due regard to the need to:

- Promote equality of opportunity between disabled persons and other persons
- Eliminate discrimination that is unlawful under the act
- Eliminate harassment of disabled persons that is related to their disabilities
- Promote positive attitudes towards disabled persons
- Encourage participation by disabled persons in public life
- Take steps to meet disabled people’s needs even if this requires more favourable treatment.
- Make all attempts to avoid financial discrimination

## Gender Equality

HILT schools

- Will not tolerate unlawful sex discrimination and harassment
- Promote equality of opportunity between females and males

## Religious Belief

HILT schools

- Will not discriminate against a person on the grounds of religion or belief.

## **Roles and Responsibilities**

### **Governors**

- Will make sure that the school complies with all current equality legislation
- Will make sure that this policy and its procedures are followed.

### **The Head Teachers are responsible for**

- Making sure that this policy is readily available and that staff, governors, pupils and parents know about it.
- Making sure that its procedures are followed
- Producing regular information for staff and governors about the policy, how it is working and providing any necessary training.
- Making sure that all staff know their responsibilities and receive training to carry these out.
- Taking appropriate action in cases of harassment and discrimination.

### **All staff are responsible for**

- Dealing with racist, sexist and homophobic incidents, and being able to recognize and challenge bias and stereotyping.
- Promoting equality and good community relations and avoiding discrimination against anyone for reasons of race, colour, nationality, ethnic or national origins, gender, disability, religion or belief, sexual orientation or socio-economic circumstances.
- Keeping up to date with the law on discrimination and taking training and learning opportunities.

**Visitors and Contractors must** respect our living equality policy.

**Responsibility for overseeing equality practices in the school lies with the Executive Head Teacher, Head Teacher/Assistant Heads and Governors.**

**Responsibilities include:**

- Co-ordinating and monitoring work on equality issues
- Dealing with and monitoring reports of harassment including racist and homophobic incidents.
- Monitoring the progress of vulnerable groups of pupils
- Monitoring exclusions

### **Outcomes**

1. That all children have access to a broad and balanced curriculum appropriately differentiated to their individual needs.
2. To develop the children as interactive, educated 'one world' people,
3. That all children and adults connected with the school feel respected, valued and secure in the school environment, and that there are good adult role models to base their behaviour upon.
4. That each child and adult has a feeling of individual worth, self-confidence and self-esteem, and that all achievements are valued.
5. That all activities are achievable to the children and that the opportunity to participate (at whatever level) is there.
6. Every child and adult is developed to their potential.

### **Strategies**

1. All senior leaders leading by example.
2. Curriculum. Planning from 7 year map to ensure full coverage with appropriate differentiation using the school's curriculum map/scheme of work ensuring that the curriculum is accessible to all.
3. HILT's 'Values Education' teaching, promoting good citizenship
4. Children are always positively encouraged in their work - including when it is to make improvement.
5. Work from all children of all abilities in displays around the schools.
6. HILT displays planned to reflect a multi-cultural, respectful society.
7. Individual achievements are praised and celebrated in the classroom and across HILT. - Reward stickers, certificates, House Points, Head Teacher Commendations, class based reward systems.
8. To educate and encourage the children's interest in, and respect for people with different lives to themselves.
9. Teaching the history of different cultures and religions.
10. Working closely with other schools and organizations.
11. Raising awareness of other national and worldwide organizations- e.g. UNICEF, UN.
12. Providing a welcoming and secure environment in which all children and adults will be able to develop a positive self- image and develop to their full potential.
13. Visitors invited to the schools to develop and extend the children's and adults knowledge, understanding and sensitivity towards the cross section of cultures, religions and society.

14. To have and use a range of resources in school demonstrating the cross section of cultures and society.
15. Ensuring that activities are accessible to all children.
16. Dealing swiftly and positively with any instances of ridicule or abuse-following agreed procedures.
17. To encourage ethnic minorities to retain links with their cultures in order to strengthen their own sense of identity.
18. Planning the school's multi-cultural education in line with the current locally agreed RE syllabus.

Reviewed September 2024