

# Equality Policy



**Approved by :** A H Malek

**Updated :** September 2023

**Next review due by:** July 2024

**Other relevant policies or documents:**

Admission Policy  
Staff Recruitment Policy  
Behaviour Policy

**RATIONALE**

Afifah School believes that all human beings are entitled to dignity, compassion and respect. Islam teaches that we must respect all human beings and that every person has a right over us whatever their background or characteristics. We believe that whatever differences groups of people have between each other, these differences never justify poorer or better treatment from others towards them. Islam strongly disapproves of bullying and harassment of others and commands that we extend Mercy and respect to others, putting the interests and needs of others before our own to attain Allah's pleasure and reward in this life and the Hereafter.

**PURPOSE**

To ensure that equality is practiced in all of Afifah Schools affairs. This policy sets out Afifah School's approach to promoting equality, as defined under the Equality Act (2010). It covers age, sex, race, disability, religion or belief, sexual orientation, pregnancy, people undergoing or who have undergone gender reassignment and our approach to community cohesion. The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED), which came into effect in April 2011. It replaced three separate duties to promote disability, race and gender equality.

**AIM**

Afifah School aims to provide equality and excellence for all in order to promote the highest possible standards. Our work at Afifah School aims to create a common vision and sense of belonging amongst all communities - a society in which the diversity of people's backgrounds and circumstances is appreciated and valued. We promote a society in which similar life opportunities are

available to all and a society in which strong and positive relationships exist and continue to be developed in the school and in the wider community.

These aims and values will enable us to:

- Promote equality of opportunity
- Promote equality by recognising and celebrating differences between people
- Develop common values of citizenship based on dialogue, mutual respect and acceptance of diversity
- Contribute to building good community relations and challenge all types of harassment, victimisation, discrimination and inequality
- Remove barriers to access, participation, progression, attainment and achievement
- Create a community where students are well prepared for life in a diverse society.

The overall objective of Afifah 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 of our activities.

Through the Equality Policy, Afifah School will seek to ensure that no children, staff, parents, guardians or carers 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 includes the protected characteristics identified within the Equalities Act (2010) i.e. age, sex, race, disability, religion or belief, sexual orientation, pupils/staff/parents/carers who are pregnant, undergoing or who have undergone gender reassignment, ethnic or national origin, language, marital or civil partnership status, responsibility for children or other dependants, trade union or political activities, social class, where the person lives or spent convictions.

Equality practices should be evident in

- a) The formal curriculum (the programme of lessons);
- b) The informal curriculum (extra-curricular activities); and
- c) The 'hidden' curriculum (the ethos of the school, the quality of personal relationships etc.).

## **ROLES AND RESPONSIBILITIES**

### **The Proprietor is responsible for:**

- Ensuring that the school complies with current equality legislation
- Ensuring that this policy and its procedures are followed.

### **The Head teacher is responsible for:**

- Ensuring the policy is readily available and that the governors, staff, children and their parents/carers and families are familiar with it
- Ensuring its procedures are followed
- Producing regular information for staff and governors about the policy and how it is working, and, if necessary, providing training for them on the policy
- Ensuring all staff know their responsibilities and receive training and support in carrying these out
- Taking appropriate action in cases of harassment and discrimination.

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

- Modelling good practice, dealing with discriminatory incidents and being able to recognise and tackle bias and stereotyping
- Promoting equality and avoiding discrimination against everyone
- Keeping up to date with the law on discrimination and taking training and learning opportunities.

### **Pupils are responsible for:**

- Supporting Afifah School's equality ethos
- Sharing concerns with staff
- Keeping equality and diversity issues on the School Council agenda, through a shared input with staff on developing policies relating to this area.

- Contributing to developing school/class rules which challenge discriminatory behaviour

**Parents/Carers are responsible for:**

- Reinforcing the principles of equality with their children

**Visitors and contractors are responsible for:**

- Knowing and following our equality policy.

**Pregnant Staff members**

As soon as a female member of staff becomes pregnant, they need to make SMT aware for the school to make sure that the working conditions are suitable and disruption is to a minimum. Maternity can be granted to pregnant staff as decided by themselves, but can still participate in school programmes when invited. Maternity pay will be given as per statutory requirements (See School Contract).

Accessibility – lifts and handrails available throughout the school.

Time off for appointments will be granted as long as cover work and cover staff are arranged by office.

Responsibility for overseeing equality practices in the school lies with the Head Teacher.