

Equality Statement & Information

Glasshouses School
October 2021



The Equality Act of 2010 prohibits direct and indirect discrimination, harassment and victimisation on the grounds of protected characteristics – disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation and age.

At Glasshouses School we believe that diversity enriches our lives, and it is to be valued and celebrated. We aim to ensure all stakeholders in our school have equal chance to achieve, equal chance to fulfil their role in school and the wider community. Equality for all helps us to develop a sense of identity and to function well in a diverse world, in this way we are preparing our pupils for life in the modern world. We have a zero tolerance to racism, sexism and homophobia from pupils and staff.

At Glasshouses School we welcome our responsibilities under the Equality Act of 2010. We understand equality to mean treating everyone with equal dignity and worth, valuing their particular characteristics such as age, disability, gender, ethnicity, religion or belief, sexual orientation and socio-economic circumstances.

We also embrace the use of equity at times because we understand that people have different needs, situations and goals and therefore achieving equality requires the removal of discriminatory barriers that limit what people, especially children and young people, can do and can be.

As a *GOLD* Rights Respecting School, our Equality Statement correlates directly with Article 2 of ***The UN Convention on The Rights of The Child*** → "The convention applies to every child without discrimination, whatever their ethnicity, gender, religion, language, abilities or any other status, whatever they think or say, whatever their family background."

We are also an LGBTQ+ Beacon School. A beacon school is a beacon of best practice for anti-HBT practice. This is part of our whole school ethos as well as a key factor in our PSHE and RHSE curriculum.

As part of our work to eradicate sexual harassment and violence in school as well as tackling sexism in school, we have completed the Feminista UK 'Tackling sexism in schools' audit and completed an action plan to ensure impact.

This section summarises what measures and objectives we have identified at Glasshouses Primary School relating to our pupils. These are to be reviewed annually.

Protected Characteristic	Aims of the General Duty		
	<i>Evidence that we eliminate unlawful discrimination</i>	<i>How we advance equality of opportunity</i>	<i>How we foster good relations</i>
Race	<ul style="list-style-type: none"> • Admission data • Termly reports to FGB on racist incidents • *Rare/low numbers of reported incidents • *SLT notes of incidents • Monthly analysis of any racist incidents -actions taken. 	<ul style="list-style-type: none"> • Assemblies • PSHE lessons - celebrating differences • School policies • Rights Respecting Steering Committee 	<ul style="list-style-type: none"> • School ethos • UNICEF RRSR GOLD Award • Displays that promote diversity • Anti-bullying Week - devoted to recognising racism • Curriculum- History Walter Tull, Hidden Figures in Space history
Disability	<ul style="list-style-type: none"> • School policies • Inclusive practices • Education Health Care Plans • Agreed adaptations to the curriculum. 	<ul style="list-style-type: none"> • School practices • Tracking progress • Half termly SLT meetings to look at progress • Adaptations to practice made where necessary • Additional equipment purchased. 	<ul style="list-style-type: none"> • SEND pupil voice • Attention to Article 23 • Review meetings • Close links to parents/carers • Nurture groups
Gender	<ul style="list-style-type: none"> • Gender Equality Policy • Recruitment Process • Data Tracker • School Policies • Monthly analysis of any sexism, derogatory language, sexual harassment or violence - impact. 	<ul style="list-style-type: none"> • School policies • Tracking progress of different groups • Raising attainment in boy's writing EYFS • UK Feminista audits and staff training to eliminate sexism in schools. 	<ul style="list-style-type: none"> • School ethos • Assemblies • PSHE work challenging stereotypes
Gender Reassignment	<ul style="list-style-type: none"> • Inclusive practices • Admissions process • School policies 	<ul style="list-style-type: none"> • Celebrate and values differences 	<ul style="list-style-type: none"> • Resources in school • School ethos • PSHE
Pregnancy and Maternity	<ul style="list-style-type: none"> • School policies • Reasonable adjustments to support • Risk assessments 	<ul style="list-style-type: none"> • Review practice as necessary • Paternity leave 	<ul style="list-style-type: none"> • School ethos • Support at work making reasonable adjustments
Religion and Beliefs	<ul style="list-style-type: none"> • Admissions • Recruitment process 	<ul style="list-style-type: none"> • Assemblies • Celebration of values and differences • Curriculum 	<ul style="list-style-type: none"> • School ethos • PSHE • SMSC • RE • Close links with parents

			<ul style="list-style-type: none"> • Displays to promote diversity • Books to promote diversity • Cultural Diversity Week
Sexual Orientation	<ul style="list-style-type: none"> • School policies • Inclusive practices • Admissions process • Recruitment process 	<ul style="list-style-type: none"> • Review and update policies • Celebrate and value differences • LGBTQ+ Beacon school 	<ul style="list-style-type: none"> • School ethos • PSHE sessions • School displays • Diversity Dictionary • Relationships Education • Anti-bullying Week - focus on homophobia

We will ensure that resources used in school will reflect the diverse society that we live in, promoting diversity in a positive light. We will use materials that reflect the diversity of the modern world, without stereotyping.

Key Texts to be used across school to promote diversity

EYFS	Blue Chameleon by Emily Gravett	You Choose by Nick Sharratt	Red Rockets and Rainbow Jelly by Sue Heap and Nick Sharratt	The Family Book by Todd Parr	Daddy, Papa and Me by Leslea Newman	Only One You by Linda Kranz
Year 1	Great Big Book of Families by Mary Hoffman and Ros Asquith	All Are Welcome by Alexandra Penfold	Skin I'm In by Pat Thomas	Elmer by David McKee	Mummy, Mama and Me by Leslea Newman and Carol Thompson	Handa's Surprise by Eileen Browne
Year 2	I am Human by Susan Verde	My World, Your World by Melanie Walsh	All Families Are Special by Norma Simon	Families, Families, Families by Suzanne Lang and Max Lang	The Paperbag Princess by Robert Munsch	Same but Different by Jenny Sue Kostecki-Shaw
Year 3	This is Our House by Michael Rosen	And Tango Makes Three by Justin Richardson and Peter Parnall	Paddington by Michael Bond	The Way Back Home by Oliver Jeffers	We Are All Born Free	In Our Mothers' House by Patricia Polacco
Year 4	King and King by Linda de Hann and Stern Hijland	Hidden Figures by Margot Lee Shetterly	The Journey by Francesca Sanna	Red: A Crayon's Story by Michael Hall	I am Jazz by Jessica Herthel and Jazz	Fantastically Great Women Who Changed the World by Kate Pankhurst

					Jenning	
Year 5	Where the Poppies Grow by Hilary Robinson and Martin Impey	Rose Blanche by Ian McEwan and Roberto Innocenti	Donovan's Big Day by Leslea Newman	This Day in June by Gayle E. Pitman	The Different Dragon by Jennifer Bryan	The Name Jar by Yangsook Choi
Year 6	The Princess Boy by Cheryl Kilodavis and Suzanne DeSimone	The Island by Armin Greder	The Arrival by Shaun Tan	Dreams of Freedom by Amnesty International	Pride: The Story of the Rainbow Flag by Rob Sanders	Wonder by RJ Palacio