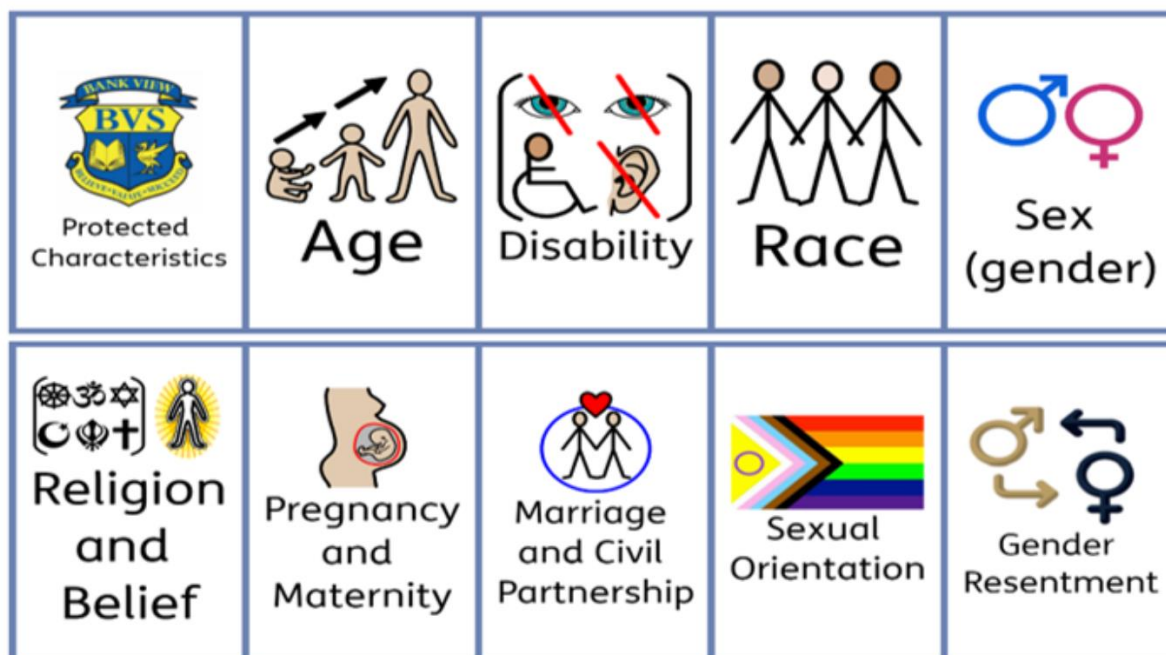


Equality at Bank View

At Bank View School we value the diversity of backgrounds of all pupils, staff, families, and the wider school community. Our School is committed to anti-discriminatory practice, promoting equality of opportunity and valuing diversity for all regardless of their race, gender, age, disability, religion or sexual orientation. Our pupils gain an understanding that individual characteristics make people unique.

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



Bank View is a multicultural community within which we celebrate students and cultures from all over the world. Alongside this, the school is keen to support all students in learning about and deepening their understanding of British values, culture and systems.

Fundamental British values are defined by the DfE as:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect and tolerance of those with different faiths and beliefs

Democracy

- The principle of democracy is explored across the curriculum and discussed explicitly in PSHE and Citizenship lessons
- Student Council teaches pupils how they can influence decision making through democratic process
- Pupils are encouraged aware of injustice, perceived or real, and think about ways in which this can be challenged through school processes or in the wider world
- A broad general knowledge of and promotion of respect for public institutions and services is taught through lessons, assemblies, speaker events and curriculum programmes

- Assemblies explore themes relating to democracy in this country and around the world
- Right of the week and picture news is discussed in form time weekly

Rule of Law

- Pupils follow the school's community code. The community code is displayed around the School
- These expectations are promoted in form tutor time and in assemblies.
- Pupils are taught to distinguish right from wrong through discussion and modelling positive behaviour
- In PSHE pupils learn about their rights and responsibilities of being a citizen. For example pupils learn about the laws around consent, exploitation, drugs and alcohol, extremism and FGM.
- In the wider curriculum pupils learn the democratic values for example religious Laws such as the Ten Commandments and the Five Pillars of Islam.
- Police visits are used to build links between and understanding of the local constabulary and their work to support the local community

Individual liberty

- At Bank View there is a climate in which all students feel safe and bullying is not tolerated. The school also operates a robust system of logging / following up incidents.
- A safe and supportive environment is fostered throughout the school, where students are actively encouraged to make choices. Whether it is choosing a challenging task or an extra-curricular club, students have the freedom to base their choices on their interests.
- Pupils are encouraged to lead a healthy lifestyle this includes work on diet and exercise and health and hygiene in PSHE, the benefits of staying active in PE and the limiting social media use in ICT.
- Pupils are encouraged to manage their behaviour by using self-regulate techniques with the Zones of regulation. Pupils are encouraged to assume responsibility for their own behaviour and acknowledge the effects it may have on others
- Bank View's careers programme supports all pupils to challenge themselves and make positive choices about their future. As students move up through the school, they are supported to understand their rights and personal freedoms and are given appropriate advice to enable them to make independent decisions.
- Bank View supports all pupils to develop positive self-esteem, self-confidence and self-awareness and self-knowledge. This is through PSHE and the wider curriculum offer
- Pupils are encouraged to challenge stereotypes and promote individuality at every opportunity. This is modelled by staff and older students to set positive examples through the school
- Pupils are taught about their rights and personal freedoms and are encouraged and advised on how to exercise these safely, for instance through teaching on e-safety and PSHE lessons.
- The Bank View school environment is one that promotes independence. Our aim is to work towards students having full independence.
- Staff work to promote students' self-esteem and positive sense of self throughout the school day and in the wider community

Mutual respect and tolerance of those with different faiths and beliefs

- At Bank View we promote respect for individual differences
- The wider curriculum gives opportunities to expose pupils to British and other cultures, their ways of life and faiths, encourage and support pupils in growing their understanding and appreciation of these
- Believe, Value, Succeed are core values of our school. Pupils know and understand that it is expected that respect is shown to everyone, staff, pupils and visitors into School regardless of their faith
- Pupils are helped to acquire an understanding of other cultures . In the foundation subjects pupils learn about the Holocaust and visit places of worship
- In PSHE pupils learn about differences of faith, ethnicity, disability, gender or sexuality and different family units
- Bank View support many charities including Food Bank, Comic relief and Children in Need.
- School community members of different faiths or religions are encouraged to share their knowledge to enhance learning within classes and the school eg. a discussion of fasting during Ramadan.
- Recognition and discussion of religious celebrations in lessons, form times and assemblies.

Please refer to the school equality policy and British Values policy for further information