

Openshaw Islamic Grammar School (OIGS)

Nurturing Tomorrow's Leaders

Equality and Diversity Policy

Key Information about Policy

The Equality and Diversity Policy has been approved and applied with in	Openshaw Islamic Grammar School (OIGS)
Date of latest review	September 2026
Date of next review	September 2028
Review Period	2 years

Holy Prophet Mohammed (Peace Be Upon Him) said

“An Arab is not better than a non – Arab and a non – Arab is not better than an Arab except in piety and taqwa” (Sunan al-Tirmidhi Hadith 3270)

Islam teaches us the rules of equality. Islam strongly condemns the bullying and harassment of others. Under the Equality Act (2010) all humans should be treated equally regardless their age, sex, race, disability, religion or belief, sexual orientation or pregnancy. We aim to practice equality in all of OIGS dealings including admission or employment.

National and Legal Context for Diversity

All schools have the responsibility of promoting equality regarding race, disability and gender. The general responsibility to promoting equality, related to race, means that we must have due regard to;

- eliminate unlawful racial discrimination
- promote opportunity leading to equality
- promote good relations between people of different racial groups
- promote opportunity of equality between disabled people and other people and encourage participation by disabled people in public

Aims

This policy aims to ensure that the school complies with current equality legislation, (Equality Act 2010). This policy covers practice across the nine protected characteristics, identified by the Equality Act, are listed below, and is applicable to everyone inside the school community.

1. Age
2. Disability
3. Gender re-assignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

Schools have a duty to promote community cohesion, developing good relations across different cultures, ethnic, religious and non religious and socio-economic groups.

Our Plan

OIGS has developed a Plan called **“SINGLE PATHWAY”** wherein diverse groups of people are involved to share various aspects of their identity in relation to race, disability, gender, age, sexual orientation and

religion or beliefs. These are the most possible spheres to identify their diverse key issues and put forward best solutions. In developing our Plan, we have involved staff, pupils, parents and community in the following ways:

- focus groups
- cross questionnaires
- involvement of the school community
- contact with the parents of the disabled people.

There are many activities designed in **SINGLE PATHWAY** where we can involve disabled people, people from different ethnic backgrounds, different faiths and gender by specific contact and liaison. As a result of these activities, we have identified the following priorities:

- physical access to the school building for different events
- reserving seats for presentations and concerts
- reserving places for the pupils in after school activities
- ensuring that staff and school office are aware of any communication/language issues

Our Equality Areas

This section of our Plan highlights what we have accomplished for specific aspects of equality, and further action that we intend to take.

i Race Equality

What we have already achieved:

- recording and reporting of all racist incidents (see Appendix 1)
- appointing male staff
- regular celebration of diverse cultural achievements along with well- known people

We would like to do extra by:

- making sure adult role models are reflective of a broader range of different cultures (staff and visitors)
- broad-based and balanced curriculum to integrate opportunities with a view to learning about diverse cultures and races

Community Cohesion

What we have already achieved:

- a wide range of diverse cultures, studied across the curriculum
- to celebrate diversity events in our school
- deep involvement in local community projects
- fund raising programmes and other charity projects

- discuss national and global news
- involvement of people from diverse cultures in our school community
- learning support to pupils with English as an additional language
- financial support to participate in extended and family learning opportunities
- parents involvement to get support and other training programme

We would like to do extra by developing:

- more understanding to widen cultural diversity in the UK
- projects leading to extend them from local to national and global community

Gender Equality

What we have already achieved:

- hiring male staff
- inviting mix gender of visitors

We would like to do extra by:

- maintaining a positive gender balance within the staff body

Disability Equality

What we have already achieved:

- physical environment: built a ramp for the entrance of wheel chair
- provision: our school provides extra support to those people who are under list of special education needs
- written information: large print out

We would like to do extra by:

- promote visits by disabled presenters and adults

Other Areas of Equality

- although OIGS is a Muslim Faith School, yet the non-Muslims are warmly welcomed. (see non-Muslims information)
- our Behaviour Policy is the indicator of Zero tolerance against bullying. (see behaviour policy)
- invite visitors from diverse cultures and different faiths
- paying visits to different worship places
- to ensure that the sensitive relationship between sex and education is artfully managed and discussed by the teachers with pupils

Impact Assessment

In order to fully implement the equality and diversity policy, we will make sure to give full focus to all aspects of equality such as race, disability, gender, age, sexual orientation, religion and beliefs. We strive to remove discrimination from our school. We have a programme of carrying out impact assessment process into all new policy development and decision making activities.

We will carry out this through:

- reviewing of policies by staff and governors (annually or at least every two years)
- reviewing the progress of all pupils
- termly pupil progress meetings and
- prediction plans

Working in Collaboration

We identify that working in collaboration with parents and community produce great achievements in equality. Our pupils will have chance to meet others and penetrate through their roots in community regardless their race, beliefs, religion, disability, gender, sexual orientation and age.

Parents meeting will be flexible in order to fulfil their needs, if possible.

Who is responsible?

i The role of governing body is to

- supervise the operation of the equality and diversity policy and to make sure to have a check at it.
- progress and assess impact on staff, pupils and parents
- make sure that all governors have understood their legal responsibilities under equality legislation
- progress report on equality and performance should be received and discussed regularly
- make sure implementing and achieving of the equality targets
- make sure the Plan related to “SINGLE PATHWAY” is fully implemented.

ii The role of Head Teacher is to

- create an environment wherein pupils respect each other and that the equality policy is fully implemented.
- make sure to generate a team-work system whereby everyone (pupils, parents & community) knows his duties. Everyone should have the requisite knowledge about “SINGLE PATHWAY” Plan in order to practice equality in school.
- arrange training and development courses for staff that are linked with equality
- generate regular reports for governors on progress and performance
- assign suitable responsibilities to staff linked with equality

iii The role of senior leadership team is to:

- make sure the “SINGLE PATHWAY” Plan is properly implemented with a specific focus to all aspects of equality
- facilitate all staff to carry out their assigned duties while operating the “SINGLE PATHWAY” Plan and encourage it in the school community
- deal swiftly any equality incidents or issues of discrimination, harassment or victimisation in appropriate manner.

iv The role of staff is to:

- promote equality in school community, deal properly with inappropriate behaviour, respond correctly to any incidents of discrimination and report these to concerned staff
- promote equality in school community
- cooperate with leadership team in order to promote equality in school community

Links with other Policies of the School

School policies that have links with the equality and diversity policy are:

- SEND Policy
- Behaviour Policy
- Anti-Bullying Policy
- Admissions Policy

Monitoring, Evaluation and Review

The policy will be supported and implemented throughout the School

The Team of Governors will monitor the procedure and efficiency of arrangements referred to in this policy.

The School will review this policy every two years in consultation.

