

Equality and Diversity Policy



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L Thorpe

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NOTE

This policy is to be read in conjunction with the following policies:

- Racial Equality
- Equal Opportunities
- Accessibility Plan
- SEN-D
- Inclusion

1. Our Vision and Aims for Equality and Diversity

We will treat everyone at The Grange Primary School fairly, celebrating difference and meeting different needs so that all members of our school community are free to live, learn and enjoy.

Our school is a welcoming school where everyone is valued highly and where tolerance, honesty, co-operation and mutual respect for others are fostered. We are committed to the development of the whole person within a supportive, secure and creative environment. A broad, balanced and appropriate curriculum provides equal opportunity for all pupils to maximise their potential regardless of age, sex, race, colour, religion or disability.

We endeavour to promote positive relationships with parents, governors and members of the wider community. At The Grange Primary School, we aim to promote equality and tackle any form of discrimination and actively promote harmonious relations in all areas of school life. We seek to remove any barriers to access, participation, progression, attainment and achievement. We take seriously our contribution towards community cohesion.

We aim to:

- provide a secure environment in which all our children can flourish and achieve all five outcomes of **'Every Child Matters'** (be healthy, stay safe, enjoy and achieve, make a positive contribution, and enjoy economic well-being);
- provide a learning environment where all individuals see themselves reflected and feel a sense of belonging;
- prepare children for life in a diverse society in which children are able to see their place in the local, regional, national and international community;
- include and value the contribution of all families to our understanding of equality and diversity;
- provide positive non-stereotyping information about different groups of people regardless of gender, ethnicity, disability, sexual orientation, religion and age;
- plan systematically to improve our understanding and promotion of diversity;
- actively challenge discrimination and disadvantage;
- make inclusion a thread which runs through all our activities.

To achieve these aims we will:

- involve stakeholders in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies and procedures;
- publish and share our policies and impact assessments with the whole community;
- collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage;
- use all available information to set suitable learning challenges for all, respond to pupils' diverse needs and overcome any potential barriers to learning;
- ensure that the wider school curriculum makes explicit and implicit provision to promote and celebrate diversity;
- have high expectations of behaviour which demonstrates respect to others
- to tackle discrimination on the grounds of age, disability, gender identity (gender reassignment and transgender), pregnancy and maternity, race, religion or belief, sex (gender) or sexual orientation;
- to create good relations between different groups.

2. Defining Equality and Diversity

2.1 Equality

Equality is about fairness and equality of opportunity and advancing equality of opportunity involves treating people differently. People should not be treated the same. Some people may need extra help or adjustments to be part of the school community; this includes teachers, administration, cleaning or catering staff employed at the school as well as pupils/ students, parents and school governors.

Relating to the Equality Act there are nine 'protected characteristics' these are age; disability, gender reassignment [transgender], marriage / civil partnership,

pregnancy / maternity, race, religion and belief (and having no belief), sex (gender) and sexual orientation.

Under the general duty schools must exercise 'due regard' in respect of each of the eight protected characteristics (excluding marriage and civil partnership) to:-

1. Eliminate unlawful discrimination and harassment
2. Advance equality of opportunity
3. Foster good relations between different groups.

2.2 Diversity

Diversity is about valuing people as individuals and learning from our differences. Our differences can be visible and non-visible. Promoting diversity we can meet different needs creatively to ensure opportunities are available to all and potential is fulfilled. Promoting a diversity friendly school culture we are able to meet our school's aims and objectives more efficiently.

Culture is about the way we behave towards one another – school governors, all employees in the school, parents, pupils and the whole school community. It is about how we treat one another and respect our differences. Promoting diversity and a diversity friendly culture helps to create a more productive school community.

3. Purpose and Scope of the Policy

This policy sets out The Grange Primary School's commitment to promoting equality and diversity.

We believe that it is our responsibility to promote equality and diversity wider than the nine characteristics (areas) covered by legislation. We work to remove barriers and we will not unfairly discriminate any pupil or adult on any grounds.

We do this by:

- taking account of individual differences e.g. including a Year 5 pupil in Year 4 pedestrian skills programme
- promoting the integration of children/ staff/parents/carers/governors from different and minority groups e.g. fitting a hydraulic lift and stair climber for a pupil in a wheelchair; all pupils are invited to participate in afterschool clubs regardless of physical ability including a pupil in a wheelchair accessing gardening and multi-skills sports clubs; Bring an Adult to School Day; celebration assemblies, Governor Booklet to parents/carers
- providing a curriculum, which promotes positive understanding of different characteristics, recognises the contribution that individuals and groups with protected characteristics make to society, and challenges stereotyping and discrimination
- monitoring and reviewing this policy and reporting annually on progress in the information we publish to evidence how we are meeting the requirement of the public sector equality duty
- publishing and reviewing our equality objectives (and reviewing them at least every four years)

- being an Achievement for All school which ensures that 20% of our most vulnerable and lower attaining pupils are provided with enrichment activities to support their progress and achievements
- undertaking other activities and measures as outlined in this policy document, our published information and other relevant documents.

The policy applies to:

- School governors
- Staff
- Parents/carers
- Pupils (as appropriate)
- Contractors
- Visitors to the school.

4. Roles and Responsibilities

All members of the school community, governors, staff, pupils, parents/carers, visitors and contractors all have a part to play in implementing this policy, promoting diversity and equality, challenging inappropriate behaviour or practice to remove barriers and avoiding discrimination.

To promote understanding of this responsibility, The Grange Primary School will:

- Ensure governors, staff, parents/carers, and contractors are made fully aware of our equality and diversity policy and how it affects their work
- Ensure pupils and visitors to our school are clear about the expectations relating to our commitment to promoting equality and diversity
- Provide training / development and updates as appropriate
- Review our equality objectives and actions to ensure all relevant activity remains relevant and meets the identified needs and priorities of our school.

In addition school governors / relevant committee have responsibility for overseeing agreeing, monitoring and reviewing of our school's equality objectives, and related activity.

4.1 Breaches of Policy

The Grange Primary School views any form of discrimination as a serious act of misconduct. Any allegation of a breach in the policy, will be investigated by the Headteacher, Pastoral Manager or a member of the Senior Leadership Team; and in some instances relating to pupils, the Pastoral Manager (delegated by the Headteacher). This may lead to disciplinary or other appropriate action being taken.

5. Monitoring and review

The Grange Primary School has specific duties under the Equality Act to publish information about the diversity of our school community and the work we are doing to promote equality. We will review this information annually.

6. Bullying and Diversity incidents

6.1 Pupils

The Grange Primary School believes all pupils should be safe and feel valued for themselves, whatever characteristics they may have. Bullying and harassment of pupils, staff, parents, visitors and/or contractors by pupils on the basis of their identity (including a perceived characteristic, and by association with a protected characteristic) is unacceptable. Incidents will be logged, investigated and appropriate actions taken to prevent future incidents and to support the victim as outlined in the anti-bullying policy.

6.2 Staff and Governors

The council and The Grange Primary School view any form of discrimination undertaken by adults as serious acts of misconduct. Any such breaches could result in disciplinary action being taken and in the case of harassment, might call for police involvement.

7. Diversity Complaints

The Grange Primary School takes seriously all complaints; where a complaint is related to equality/diversity issues, the school procedure for dealing with complaints will apply as outlined in the Complaints Policy and Procedure. Complaints should be made to the Headteacher or the chair of governors in writing.

Please also see the Single Equality Policy.

Reviewed: September 2020