

Whittington CE Primary School



1. Purpose of Equality and Diversity Information and Objectives

The purpose of this document is to define our commitment to equality and diversity and represents a common set of values and objectives, and a consistent approach to communicating, implementing and monitoring those values and objectives. We are committed to equality in both employment and education provision.

We aim to ensure that pupils, parents, governors, staff, visitors, and contractors, are treated fairly, and with dignity and respect.

This document encompasses the following protected characteristics: age; disability; race, colour, nationality, ethnic or national origin; sex (including transgender); gender reassignment; pregnancy and maternity; religion or belief; sexual orientation; and marriage and civil partnership (for employees).

It is also unlawful to discriminate by association or perception, e.g. treating a pupil unfairly based on the protected characteristics of their parents or other family members.

This document recognises the four types of unlawful behaviour: direct discrimination, indirect discrimination, harassment and victimisation. Every possible step will be taken into account in the aim of ensuring individuals are treated fairly and decisions are based on objective criteria.

2. Links with Other Policies or Legislation

This statement applies to every policy, procedure and guidance document that is produced in relation to pupils, staff, parents and advocates. This statement is underpinned by the Equalities Act 2010.

3. Equality Statement

Whittington CE Primary School will ensure that equal opportunities and the principles of fairness underpin all aspects of policy, procedure, education provision, and decision making. We will make every effort to create equality of opportunity in order to ensure that opportunities are accessible and fair to everyone. Every person has the right to be treated fairly, regardless of race, gender, sexuality, disability, age, culture, religion, and nationality or caring responsibilities. Where necessary, we will implement reasonable adjustments, or additional support, to ensure equality of access to an education and suitable working environment. Our school will adhere to statutory Government legislation and give consideration to other relevant guidance, which aim to make sure that everyone is treated with equity. We will not tolerate any form of discriminatory behaviour.

Equality is at the heart of our values and is part of our school ethos. We are committed to the development of cohesive communities within our school and also local, national and global environment. Our school policy, which was written in line with equalities legislation (Equality Act 2010) and Department for Education (DfE) guidance, outlines our commitment to promote equality.

We have highly ambitious expectations for every individual. Our vision is to provide the very best possible education, outcomes and well-being for each individual child at our school. We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community, ensuring everyone should feel safe, secure, valued and of equal worth.

Equality is a key principle, treating all people the same irrespective of their gender, ethnicity, disability, religious beliefs/faith tradition, sexual orientation, age or any other of the protected characteristics (Single Equalities Act 2010).

The Equality Act requires all schools to comply with the Public Sector Equality Duty to:

- eliminate unlawful discrimination, harassment and victimisation.
- advance equality between groups.
- foster good relations between different groups.

In order to achieve this, we continue to:

- monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.
- ensure that the curriculum promotes role models that pupils positively identify with, which reflects the school's diversity in terms of race, gender and disability.
- monitor incidents of discrimination between pupils by category in order to respond effectively in a timely manner in accordance to our behaviour policies and report to the Governing Body.
- Ensure teaching of protected characteristics is effective through the structured and progressive PSHE scheme (Jigsaw) and through assemblies.
- Promote wider opportunities for involvement for all groups of children including extra-curricular activities and pupil leadership.

We are always striving to improve and each year we review our practice and see what we can change and develop. Within the past twelve months, for example, we have:

- Delivered assemblies and carried out class activities throughout school on protected characteristics.
- Delivered further equalities training to teachers and teaching assistants focussing on use of language and reflections on own experiences and prior conceptions.
- Continued to develop our curriculum to further opportunities to recognise and challenge discrimination
- Reviewed the learning environment to ensure good representation of different genders and ethnicities.

4. Employment

We are committed to ensuring that employees have equal access to jobs, training, and professional development opportunities. All employment policies refer to the provisions of the Equalities Act 2010. All recruitment will be within the provisions of the act, and applications will be monitored to report on recruitment activity, in line with the act. Age is a protected characteristic in relation to employment but does not apply to pupils. Employees who are in breach of this policy will be dealt with under the disciplinary policy.

5. Pupils

We will ensure that pupils are provided with appropriate support to recognise their individual needs. This includes protection under the Act extending the reasonable adjustment duty to require schools to provide auxiliary aids and services to disabled pupils. All policies relating to the provision of education, the curriculum, and behaviour for learning, attendance, exclusion, medical treatment and Child Protection and safeguarding policies should consider the provisions and duties of the Act. Whittington CE Primary School will ensure that all service providers that are contracted to provide services to pupils, staff or visitors will comply with Equalities legislation. Where services are deemed not to meet our school standards in relation to equal opportunities and fairness, contracts may be terminated.

6. Roles and responsibilities

The Governors are responsible for making sure our school follows its equality and diversity guidelines and meet our legal responsibilities with respect to equality.

The Headteacher is responsible for:

- Giving a consistent and high-profile lead on equality and diversity;
- Putting the school's equality and diversity guidelines/policies into practice;
- Ensuring that all staff know their responsibilities and receive the support and training necessary to carry them out;
- Following the relevant procedures and taking action in cases of unfair discrimination, harassment, bullying or victimisation.

All staff are responsible for:

- Promoting equality and diversity, and avoiding unfair discrimination;
- Actively responding to any incidents of unfair discrimination related to protected characteristics perpetrated by pupils, other staff or visitors;
- Keeping up to date with equality law and participating in equal opportunities and diversity training;
- Dealing with complaints from parents, pupils and the community in line with our complaints procedure, and ensuring that appropriate staff deal with the relevant stage of the complaint.

Pupils are responsible for:

- Respecting others in their language and actions;
- Observing the school's equality and diversity guideline and objectives.

7. Complaints

The School will treat seriously all complaints of unlawful (or potentially unlawful) discrimination. Any complaints will be investigated in accordance with our grievance or complaints policy, whichever is appropriate.

8. Monitoring and Evaluation

Reviews of this document will be annually.