



# Equalities and Diversity Policy

## **1. Our Aims for Equality and Diversity**

Sladefield Infant School is committed to:

- tackling 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
- advancing equality of opportunity
- creating 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: teaching staff, administration staff, Lunchtime Supervisors, school Governors, students and volunteers who support the children in the school, cleaning or catering staff employed by an external contractor, other visitors to the school, parents, and pupils.

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 Sladefield Infant 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 on any grounds.

We do this by:

- employing a qualified Learning Mentor to support children and families in accessing school life and improving their circumstances.
- 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, specifically through the use of the 'No Outsiders' resource, and through the adoption of the UNICEF 'Rights Respecting Schools Award'.
- 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 our equality objectives on the school's website
- reviewing our equality objectives at least every four years
- 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
- pupils (as appropriate)
- contractors
- visitors to the school (including volunteers and students)

#### **4. Roles and Responsibilities**

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

To promote understanding of this responsibility, Sladefield Infant School will:

- ensure Governors, staff, parents, and contractors who work in the school on a daily basis are made fully aware of our Equality and Diversity Policy and how it affects their work.
- ensure that visitors, volunteers and contractors are made aware of the schools' Equality and Diversity Statement and Objectives associated with equality and diversity.
- ensure pupils are clear about the expectations relating to our commitment to promoting equality and diversity through the work carried out in our PHSE provision linked to 'No Outsiders' and the UNICEF 'Rights Respecting Schools Award'.
- 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, at the Curriculum and Staff Committee Meetings, have responsibility for overseeing, agreeing, monitoring and reviewing our school's Equality and Diversity Objectives, and related activity.

#### **4.1 Breaches of Policy**

Sladefield Infant 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 Governor Complaints Committee. This may lead to disciplinary or other appropriate action being taken (as outlined in the Code of Conduct)

#### **5. Monitoring and review**

Sladefield Infant 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. This information can be found on our school website. We will review this information annually.

#### **6. Bullying and Diversity incidents**

##### **6.1 Pupils**

Sladefield Infant 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 Adults**

The council and Sladefield Infant School view any form of discrimination undertaken by adults as serious acts of misconduct. Any such breaches could result in appropriate action being taken, which, in the case of a staff member, could lead to disciplinary action being taken, and, in the case of harassment, might call for police involvement (as outlined in the Code of Conduct).

#### **7. Diversity Complaints**

Sladefield Infant School takes seriously all complaints; where a complaint is related to equality/diversity issues, the school procedure for dealing with complaints will apply. Complaints should be made to the chair of governors or vice chair.

Policy written by: R Meadows (Head Teacher)

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