Equality and Diversity Policy

Developed in consultation with:

Teaching staff
The Governing board

Adopted by the Governing Board:
March 2022

Date for review: March 2023

Date of last policy reviewed	Changes made
July 2016	Only dates were changed.
July 2017	Only dates were changed.
April 2018	Only dates were changed.
April 2019	Only dates were changed.
January 2021	Only dates were changed.
March 2022	No changes

ST LEONARDS CHURCH OF ENGLAND (A) FIRST SCHOOL
Equality and Diversity Policy

1. Our Vision and Aims for Equality and Diversity

At St Leonard's CE (A) First School everyone in our school family belongs to the family of God and we are all equal in his eyes.
We will treat everyone fairly, celebrating difference and meeting different needs so that all members of our school community are free to live, learn and achieve their potential.
We aim to:

- maintain and promote a working partnership between the school, parents and community which fosters respect, honesty, truth, co-operation and tolerance.
- help the children to have mutual respect for the values of others and work together as a team.
- to ensure that everyone, whatever their needs and capabilities, is included and catered for.
- to value each individual and recognise and respond to the needs of all children.

- to enlighten the children in our rural community about the richness and the diversity of the country and the world that they live in. We will do this through our broad, balanced and relevant curriculum and an always evolving programme of visits, visitors and contributions from parents.

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 (2010) 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 St Leonard's CE (A) First 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:

- Making appropriate changes to teaching resources.
- Accessing Local Authority Services e.g. Ethnic Minority and Traveller Advisory Service, EAL Support and liaising with Outreach Officers.
- Supporting children's emotional needs through appropriate therapies.
- 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.
- Recognising and celebrating the positive achievements of all pupils and staff.
- Using collective worship as an opportunity to celebrate the festivals of a range of cultures and countries.
- Monitoring and reviewing of this policy will take place annually and will be made accessible through the school website or will be made available in an alternative format as requested.

The policy applies to:

- School Governors
- Staff
- Parents
- Pupils (as appropriate)
- Visitors to the school
- Multiagency Professionals
- Contractors

4. Roles and Responsibilities

All members of the school community, governors, staff, pupils, parents, and visitors 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 will:

- Ensure all Stakeholders 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 have responsibility for overseeing, agreeing, monitoring and reviewing of our School's equality objectives, and related activity.

4.1 Breaches of Policy

St Leonard's CE (A) First 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 Head teacher or where appropriate the governing body. This may lead to disciplinary or other appropriate action being taken.

5. Monitoring and review

St Leonard's CE (A) First School has specific duties under the Equality Act (2010) 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
http://www.st-leonards-ipstones.staffs.sch.uk/
We will review this information annually.

6. Bullying and Diversity incidents

6.1 Pupils

St Leonard's CE (A) First 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 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 School's Anti-bullying Policy.

6.2 Staff and Governors

The council and St Leonard's CE (A) First 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

St Leonard's CE (A) First School takes seriously all complaints; where a complaint is related to equality/diversity issues, the school procedure for dealing with complaints will apply. This procedure will be made accessible through the school website or will be made available in an alternative format as requested. Complaints should be made to the Head teacher or the Chair of Governors.

<u>Related policies:</u>
Anti Bullying
Child Protection
Special Educational Needs
Accessibility plan
British values statement