



DOWNE PRIMARY
SCHOOL

EQUALITY AND DIVERSITY POLICY

VISION

We seek to foster a warm and welcoming environment and ethos which allows us to question and challenge discrimination and inequality, and resolve conflicts peacefully. We will build on our similarities and seek enrichment from our differences to promote understanding and learning. We strive to build a cohesive community.

Our core values are to

- **be UNITED**
- **take a PRIDE in all we do**
- **be SUPPORTIVE**
- **be INDIVIDUAL and value this diversity**
- **be DETERMINED to succeed**
- **aim for EXCELLENCE**

LEGAL FRAMEWORK

The Equality Act 2010

AIMS

The Equality and Diversity policy brings together all previous policies regarding equality. We aim to fulfil the Equality duty in the Equality Act which is to:

- Eliminate unlawful discrimination, harassment and victimisation,
- Advance equality of opportunity
- Foster good relationships between people with differing personal characteristics

There are nine protected characteristics listed in the Equality Act: age, disability, gender, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief and sexual orientation.

We have a strong commitment to fairness and equality in everything that we do.

- We aim to ensure that everyone is treated fairly and with respect, through our school policies and daily actions.
- We work hard to make sure that the school is a safe and secure environment for everyone.
- We recognise that people have different needs, and we understand that treating people equally is not treating them all the same.
- We recognise that for some pupils extra support is needed to help them to achieve and be successful.
- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, and through our School Council.

- We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination.

We also welcome our specific duties to publish information about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities or disadvantages. (We do not publish this information about the school population on the school website because due to the small number of pupils at the school it would be possible to identify individuals from this anonymised data. It is updated annually and is held in school)

We actively work to maintain our duties to promote community cohesion, and the spiritual, moral, social and cultural development of pupils. We aim to meet the needs of different groups of pupils and foster good relations.

We welcome the emphasis in the Ofsted inspection framework on the importance of: excellent teaching, learning and assessment for all pupils; the narrowing of gaps in achievement between different groups and national standards; upholding of good behavior by dealing with bullying including all types of prejudice-based bullying and with disruptions to learning and the building of cohesive school communities.

We aim to “actively promote the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs”

IMPLEMENTATION

To identify opportunities to promote the vision and achieve these aims we will:

Involve as many stakeholders as is reasonable and practicable in the development, review, evaluation and impact of the school improvement plan, policies and procedures.

Collect and analyse data on all children, use this information to set learning challenges, respond to diverse needs and strive to overcome any potential barriers to learning.

Have high expectations of behaviour

Encourage full participation in school clubs, activities and educational visits, making inclusion a high priority.

Engage with the wider community, local, national and global. Plan and provide activities which enrich the curriculum and promote the celebration and understanding of diversity.

Encourage all staff to develop professionally and strive to reach their full potential.

ROLES AND RESPONSIBILITIES

The Governing Body:

- Designate a governor with specific responsibility for Equality Policy

- Ensure that duties and objectives are being addressed as part of the SIP (School Improvement Plan) and the work of the school.
- Support the head teacher in implementing any necessary actions.
- Engage with parents and partner agencies about Equality Policy
- Evaluate the impact and review the policy annually.
- Be involved in dealing with serious breaches of the policy
- In appointing staff due regard will be paid to equality policy

The Head teacher:

- Implement Equality policy, duties and procedures
- Monitor impact of and effectiveness of the policy and report to governors
- Ensure that staff, parents and children are informed about Equality policy
- Ensure that visitors and contractors are aware of and comply with the policy.
- Ensure that all staff receive appropriate and relevant continuous professional development.
- Work with external agencies and the LBB.
- Actively challenge discriminatory practice and take appropriate action, deal with any reported incidents of bullying or harassment in line with the LA guidance.
- In appointing staff due regard will be paid to equality policy

The Staff:

- Be involved in the development of Equality policy
- Make known any training needs they have in relation to this
- Actively promote equality and diversity through the curriculum
- Promote an inclusive whole school ethos and foster good relations
- Be vigilant at all times for any type of harassment and bullying. Ensure that they deal effectively with all incidents from the overt to the subtle.

The Children:

- Will understand how equality policy relates to them appropriate to age and ability
- Be expected to act in accordance with the policy

Parents and Carers:

- Will have access to the policy
- Be encouraged to actively support the policy
- Be informed of any incident related to this policy which could directly affect their child.

We expect everyone at Downe primary school to show respect to others.