



Downe Primary School

The Pioneer Academy

Date written: January 2025

Date to be reviewed: January 2028

Principal Academy Vision

We put children first, pioneering excellence and championing each and every child. Safe - Happy - Learning

Rationale

Downe Primary School is committed to promoting equality, diversity, and inclusion (EDI) across all aspects of school life. This policy outlines our commitment to creating a supportive and inclusive learning environment where everyone feels valued, respected, and empowered to succeed. We will do this by;

- **Eliminating discrimination:** We will not tolerate prejudice, harassment, or bullying based on any protected characteristic.
- **Advancing equality of opportunity:** We will ensure that everyone has equal access to educational opportunities and experiences.
- **Fostering good relations:** We will promote understanding and respect for everyone within our school community.

This policy applies to all members of the school community, including students, staff, parents, and visitors.

Equality

Downe Primary School is committed to promoting equality of opportunity and eliminating discrimination based on protected characteristics including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

We will ensure that all policies, procedures, and practices are fair and free from discrimination, harassment, and victimization.

We will actively challenge stereotypes, prejudice, and discriminatory attitudes within the school community.

Diversity

Downe Primary School celebrates and values the diversity of our school community, recognizing that our differences enrich the learning experience for all.

We will actively promote diversity in our curriculum, ensuring that it reflects the experiences and backgrounds of all students.

We will foster an inclusive culture where all members of the school community feel respected, included, and valued for who they are.

Inclusion

Downe Primary School is committed to creating an inclusive learning environment where everyone feels a sense of belonging and can participate fully in school life.

We will take proactive steps to remove barriers to learning and participation, ensuring that all students have access to the support they need to thrive.

We will promote positive relationships and mutual respect among students, staff, parents, and visitors, fostering a sense of community and belonging.

Responsibilities

The Governing Body

- Ensure this policy reflects current legislation and best practice.
- Monitor and review the implementation of this policy.
- Allocate resources to support and promote EDI initiatives.

The Headteacher

- Implement this policy across all aspects of school life.
- Ensure staff are aware of their responsibilities and receive appropriate training.
- Monitor and address any concerns regarding discrimination or prejudice.

All Staff

- Uphold the principles of EDI in their interactions with all members of the school community.
- Create a positive and inclusive learning environment for all pupils.
- Respond promptly and appropriately to any incidents of discrimination or prejudice.
- Participate in relevant training and development opportunities.

Parents and Carers

- Support the school in promoting EDI values at home.
- Report any concerns regarding discrimination or prejudice to the school.
- Respect the diversity of the school community.

Pupils

- Treat each other with respect and fairness.
- Celebrate diversity and differences.
- Report any concerns regarding discrimination or prejudice to a trusted adult.

Implementation

This policy will be implemented through a range of strategies, including staff training, curriculum development, and the promotion of positive relationships and mutual respect.

We will incorporate EDI principles into our curriculum, learning environment, and resources.

We will celebrate diversity through events, activities, and cultural representations.

We will ensure our admissions procedures are fair and transparent.

We will provide appropriate support for pupils with protected characteristics.

The effectiveness of this policy will be monitored and evaluated on an ongoing basis, with regular reviews undertaken to ensure that it remains relevant and effective.

Complaints and Reporting

Any concerns or complaints regarding potential breaches of this policy should be reported to the Headteacher or another designated member of staff.

All complaints will be taken seriously and investigated promptly, with appropriate action taken to address any issues identified.

Review

This policy will be reviewed every three years by the Senior Leadership Team to ensure that it remains compliant with relevant legislation and best practice guidelines.

Communication

This policy will be communicated to all members of the school community, including staff, students, parents, and visitors, through the school website, handbooks, and other relevant channels.

Downe Primary School is committed to promoting equality, diversity, and inclusion across all aspects of school life. By working together, we can create a supportive and inclusive learning environment where everyone feels valued, respected, and empowered to succeed.