

Guilden Sutton Church of England Primary School



'Love and Justice for All'

'And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God.'
Micah 6:8.

*through the teachings of Jesus all can flourish spiritually, emotionally and academically throughout life,
living out love and justice for all.*

Equality and Diversity Policy

Staff member responsible	Mrs. T Rainford
Governor/Other	Alex Stairmand
Date of Policy	November 2020
Reviewed	Annually

Our Vision and Aims for Equality and Diversity

‘We will treat everyone at Guilden Sutton Church of England Primary School fairly, celebrating difference and meeting different needs so that all members of our school community, both Christian and non-Christian are free to live, learn and enjoy.’

Guilden Sutton Church of England Primary School is committed to:

- tackling discrimination on the grounds of age, disability, gender identity (gender reassignment and transgender), marriage/civil partnership, pregnancy and maternity, race, religion or belief (or no belief), sex (gender) or sexual orientation, socio-economic background and academic ability;
- advancing equality of opportunity;
- developing the children’s potential as unique individuals;
- creating good relations between different groups.

Defining Equality and Diversity

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 our Christian 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 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.

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, based on Christian values, 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 where everyone feels, safe, supported and secure.

Purpose of the Policy

This policy sets out Guilden Sutton Church of England Primary 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 by fostering good relationships between different groups and we will not unfairly discriminate on any grounds.

We do this by:

- Using the school Buddies to 'Buddy up' children to ensure they feel happy, safe and secure around school. This Buddy is also someone they can talk to if they have any concerns or worries;
- 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.
- 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. Please see policy on school website.
- We will regularly consider ways in which our teaching and the curriculum provision will support high standards of attainment, promote Christian and British Values, and help all students (regardless of their SMSC), understand and value the diversity that surrounds them, and challenge prejudice and stereotyping.
- Knowing our children and adapting the curriculum, lessons, planning and activities to best fulfil their individual potential.
- Encouraging children to talk and feel safe and secure to share their feelings, questions and opinions within the Christian school family.
- We will actively encourage positive attitudes towards pupils and staff and expect everyone to treat others with dignity and respect.
- Publishing and reviewing our equality objectives (and reviewing them at least every four years) Please see policy on school website.
- Undertaking other activities and measures as outlined in this policy document, our published information and other relevant documents.
- Providing opportunities for children to celebrate diversity and equality, e.g. Cultural Week, Interfaith Week and curriculum content.
- Embedding Christian and British Values into everyday school life.

The policy applies to:

- School governors
- Staff
- Parents
- Pupils (as appropriate)
- Contractors
- Visitors to the school

Roles and Responsibilities

All members of the school community, governors, staff, pupils, parents, visitors and contractors 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, Guilden Sutton Church of England Primary School will:

- ensure governors, staff, parents, and contractors 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 / relevant committee have responsibility for overseeing agreeing, monitoring and reviewing of our school's equality objectives, and related activity.

Breaches of Policy

Guilden Sutton Church of England Primary 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.

Bullying and Diversity Incidents

Pupils

Guilden Sutton Church of England Primary 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.

Staff and Governors

The council and Guilden Sutton Church of England Primary 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.

Diversity Complaints

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

Roles and Responsibilities

We expect all members of the school community and visitors to support our commitment to promoting equalities and meeting the requirements of the Equality Act. We will provide training, guidance and information to enable them to do this.

Headteacher and Leadership team

The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

Teaching and Support Staff

All teaching and support staff will:

- Promote an inclusive and collaborative ethos in their classroom.
- Challenge prejudice and discrimination, dealing fairly and professionally with any prejudice related incidents that may occur.
- Plan and deliver a curriculum and lessons that reflect the school's principles, for example, in providing materials that give positive images in terms of race, gender and disability.
- Maintain the highest expectations of success for all pupils.
- Support different groups of pupils in their class through differentiated planning and teaching, especially those who may (sometimes temporarily) find aspects of academic learning difficult.
- Keep up-to-date with equalities legislation relevant to their work.
- Will provide training and guidance on Equalities for all staff new to the school as part of the induction procedure.
- Will go through the principal expectations and duties of the Equality Act at a whole staff meeting at the start of the school year.

Visitors

All visitors to the school, including parents and carers are expected to support our commitment to equalities and comply with the duties set out in this policy.

Equal Opportunities for staff

This section deals with aspects of equal opportunities relating to staff.

- We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.
- All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law.
- We are also concerned to ensure wherever possible that the staffing of the school reflects the diversity of our community.
- As an employer we strive to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.
- We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice.
- We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

Monitoring and Review

Guilden Sutton Church of England Primary 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.