



Equality & Diversity Policy

Spring 2020

Rise to the Challenge

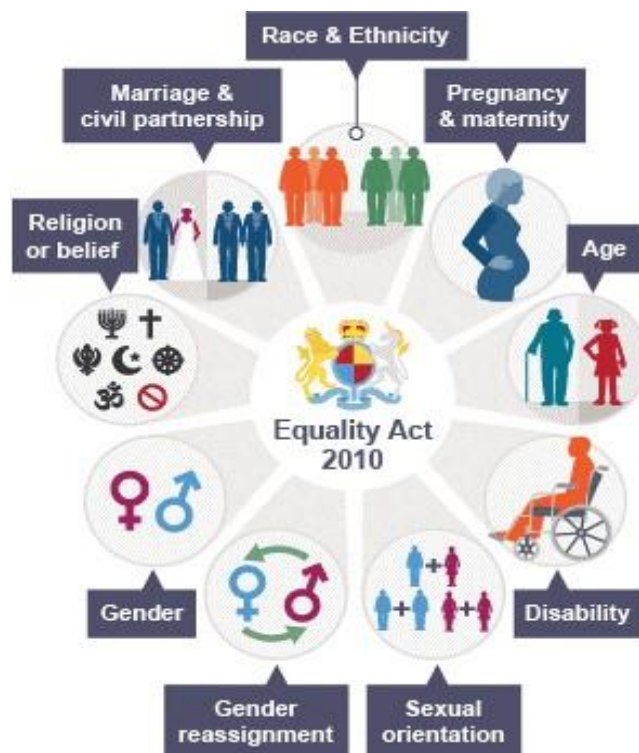
Equality & Diversity Policy

Responsibility of:	People Committee
Authorised by: <i>Chair of Committee</i>	
Adopted by Governing Body: <i>Date of FGB meeting</i>	5 th March 2020
Authorised by: <i>Chair of Governors</i>	Mark Neale
Review date:	Spring 2024

Legal framework

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination (see diagram below).
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives.
- This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.



This policy amalgamates all of the protected characteristics in the Equality Act 2010 into one Single Equalities and Diversity Policy.

The policy demonstrates how the school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- **Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010**
- **Advance equality of opportunity between people who share a protected characteristic and people who do not share it**
- **Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it**

Introduction

This policy outlines the commitment of staff and governors to:

- Eliminate discrimination
- Promote and ensure equality of opportunity
- Develop a cohesive community that fosters good relationships
- Celebrate and embrace diversity

- Respect and uphold human rights

Foxton is committed to ensuring fairness and that there is no discrimination. All learners and their parents and carers and members of the school community are of equal value regardless of:

- Gender
- Race including colour, nationality or ethnic and national origin
- Disability, including physical and mental impairment
- Religion or belief or lack of religion
- Sexual orientation including, straight, gay and bisexual
- Gender identity including transgender or gender reassignment
- Age (for adults)
- Pregnancy and maternity
- Marital status
- Economic or social circumstance
- Learning difficulty

The first eight of these areas are protected characteristics included in the 2010 equality act. This means it is against the law to discriminate against someone because of these characteristics.

Our school aims demonstrate our inclusive, respectful and welcoming ethos.

‘Through our school values, we help each child develop knowledge and understanding as well as having a positive attitude towards themselves and others to enable them to enjoy a successful life in school and beyond. We celebrate success and achievement for every child. Our approach is respectful and kind where each individual and contribution is valued.’

Our equality and diversity statement declares our commitment to equality as a key principle and to respecting each other’s differences and identities.

Equality

We pride ourselves on being a welcoming and inclusive school. For us at Foxton equality means that everyone is able to participate and feel welcome and safe in the activities of our school. This includes pupils, parents, staff, governors and visitors. Everyone should be able to achieve the best possible outcomes as a result of their participation. We believe that equality should permeate all aspects of school life and is the responsibility of all members of the school and community

Diversity

At our school diversity means acknowledging that there are differences between people that should be recognised, respected and celebrated. We promote respect of each other's differences and identities. We celebrate and raise awareness of diversity in the school and in the wider community and believe that teaching children about diversity prepares them for life in modern Britain.

The Equality Act 2010

We have developed our policy through the Equality Act 2010. We want our children to learn that we all belong together regardless of different races, religions, sexualities, genders, abilities and ages. We encourage children to be proud of their differences and to understand the importance of not discriminating against or being unfair to others because of their differences.

Rights Respecting School

We are a 'Rights Respecting School' and we support the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

The nominated senior people for the implementation of the school's Equalities policy are the Governors, Head Teacher and the staff lead for equality

The governors are responsible for:

- Ensuring that the equality information and objectives as set out in this statement are published and communicated to staff, pupils and parents, and that they are reviewed and updated at least once every four years

The Head Teacher is responsible for:

- Providing updates on equalities legislation and the school's responsibilities

- Reporting to the Governing body on racist, homophobic and transphobic incidents, disability bullying or faith incidents and Prevent incidents.
- Providing a curriculum that promotes equalities throughout the school and monitoring its impact.
- Ensuring all school policies reflect a commitment to equality
- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

Our school has a designated member of staff for equality and a link governor who will:

- Support the head Teacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with each other to discuss the ongoing work on the equality objectives

Foxton Primary School will ensure that the curriculum:

- Reflects a commitment to equality
- Prepares pupils for life in the UK which is a diverse society
- Develops pupil's sense of personal and cultural identity and encourages them to be receptive and respectful towards other identities
- Uses opportunities to reflect on the background and experience of pupils and the wider community including religious, cultural and linguistic diversity.
- Encourages pupil to explore bias and stereotyping. Challenges prejudice and recognises and challenges discriminatory behaviour and language whenever it occurs
- Promotes the school's values and ethos explicitly through PSHE, assemblies and Rights Respecting Schools
- Uses a range of images and materials that positively reflect a range of cultures, communities, identities, lifestyles and social circumstance **Eliminating Discrimination**

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings.

Staff have received training on the Equality Act and new staff will receive training as part of their induction.

The school has a designated member of staff for equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

Advancing Equality of Opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities)
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

Fostering Good Relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting respect and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education
- Promoting awareness and understanding of a range of different families, identities, backgrounds and situations through teaching in PSHE and citizenship and through diversity initiatives such as that based on the 'No Outsiders' programme.
- Whole school assemblies dealing with relevant issues. Encourage contributions from pupils and members of the wider community.
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Celebrating diversity and organising awareness raising events across school, to include examples such as child mental health week, autism and dyslexia awareness weeks, deaf awareness etc.

Monitoring Arrangements

The head Teacher and governors will update the equality information we publish annually.

This document will be reviewed at least every 4 years.

Links with Other Policies

This document links to the following policies:

- Accessibility plan
- Anti-bullying policy
- SEND policy

Equality Objectives

Our school's equality objectives are:

- To establish a culture of inclusivity throughout all aspects of school life
- To promote equality of opportunity and understanding of the equality act amongst the members of our school community

- To build character in pupils so that they are confident, resilient, respectful and caring citizens.
- To enable children to understand and accept differences between themselves and others.
- To prepare children for life in modern Britain through a celebration of diversity