



# **Equality & Diversity Policy**

Thackley Primary School

March 2016

# Statement of intent

Thackley Primary School is a caring school that aims to provide a high quality education to all our pupils within a secure and safe environment. We hope that they will leave us with confidence, positive memories value their time at our school.

We all have a responsibility to ensure equality permeates all aspects of school life and that everyone is treated equally irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We want everyone connected with this school to feel safe, secure, valued and of equal worth.

Our aims are:

To provide a secure, caring and stimulating environment in which the school and the home are partners, and in which all children will be encouraged to:

- develop their potential as unique individuals.
- develop an awareness of their own self-worth in order that they might become responsible and self-disciplined members of society.
- become active and independent participants in the learning process.
- develop self-motivation and pride in their work.

To provide education in line with national legislation and local authority guidelines.

To plan and deliver a broad and balanced curriculum to enable all our pupils to develop their social, intellectual and physical potential.

To provide equal opportunities for all our children to develop and extend their social, intellectual and physical potential.

To provide equal opportunities for all our children to develop and extend their moral and cultural capacities, whilst fostering an awareness of, and respect for, the beliefs and practices of other communities.

## **1. The legal framework**

The Equality and Diversity Policy of Thackley Primary School has been developed in line with the following legal framework:

- UN Convention on the Rights of the Child.
- UN Convention on the Rights of Persons with Disabilities.
- Human Rights Act 1998.
- Special Educational Needs (Information) Regulations 1999.
- Education and Inspections Act 2006.
- Equality Act 2010.
- Specific Duties Regulations 2011.

## **2. Roles and responsibilities**

### **2.1. The Governing Body will:**

- 2.1.1. Ensure that the school complies with the appropriate equality legislation and regulations.
- 2.1.2. Ensure that the school's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- 2.1.3. Ensure that the school's Admissions Policy does not discriminate in any way.
- 2.1.4. Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the Governing Body.
- 2.1.5. Delegate powers and responsibilities to the Executive Head and Head of School to ensure that this policy is embedded into the culture of the school and comply with this policy.
- 2.1.6. Delegate powers and responsibilities to the Executive Head and Head of School to ensure all school personnel and stakeholders are aware of and comply with this policy.
- 2.1.7. Ensure that the necessary disciplinary measures are in place to enforce this Policy.
- 2.1.8. Encourage training for governors in order to ensure that all governors are aware of their legal responsibilities under equality legislation.
- 2.1.9. Be responsible for ensuring funding is in place to support this policy.
- 2.1.10. Be responsible for the effective monitoring and evaluation of this policy

### **2.2. The Executive Head and Head of School will:**

- 2.2.1. Implement the Policy and its procedures.
- 2.2.2. Ensure that this policy is embedded into the culture of the school and that all school personnel, pupils and parents are aware of and comply with this policy.
- 2.2.3. Provide leadership and vision in respect of equality inclusion and community cohesion.
- 2.2.4. Actively challenge and take appropriate action in any case of discriminatory practice.
- 2.2.5. Address any reported incidents of harassment or bullying in line with DfE guidance.
- 2.2.6. Record and deal with incidents of racism, bullying and other inappropriate behaviour.
- 2.2.7. Annually report to the Governing Body on the success and development of this policy.

### **2.3. Employees will:**

- 2.3.1. Be mindful of any incidence of harassment or bullying in the school.
- 2.3.2. Address any minor issues of harassment or bullying in the school and report any major breaches of the Policy to the Executive Headteacher or Head of School.
- 2.3.3. Identify and challenge bias and stereotyping within the curriculum and the school's culture.
- 2.3.4. Act as positive role models in order to promote equality throughout the school community and not harass or discriminate in any way.
- 2.3.5. Monitor students' progress and academic needs to ensure the appropriate support is in place.
- 2.3.6. Keep up-to-date with equality legislation and its application by attending the appropriate training.

### **2.4. Pupils will:**

- 2.4.1. Not discriminate or harass any other pupil or staff member.
- 2.4.2. Recognise that they have a role and responsibility to promote equality, inclusion and good community relations.
- 2.4.3. Actively encourage equality and diversity in the school by contributing their cultural experiences and values.
- 2.4.4. Report any incidences of bullying or harassment, whether to themselves or to others, to class teacher or to another member of the school staff.
- 2.4.5. Abide by all the school's equality and diversity policies, procedures and codes.

## **3. Monitoring and evaluation**

- 3.1. This Policy will be monitored and evaluated on an annual basis by the Executive Headteacher, Head of School and the Governing Body in the following ways:
  - 3.1.1. Individual attainment data will be used to measure the effectiveness of this Policy on student achievement.
  - 3.1.2. Equal opportunities recruitment data.
  - 3.1.3. Incident records related to harassment and bullying.

## **4. Dissemination**

- 4.1. We will raise awareness of this policy via appropriate media such as the school website, school prospectus and school handbook.

## **5. Enforcement**

- 5.1. Staff members and students who do not comply with the provisions of this Policy may be subject to the school's disciplinary procedures.

## **6. Equality Impact Assessment**

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation. This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.