



**Doddiscombsleigh**  
Primary School

# Equality and Diversity Policy

***THIS POLICY IS UNDER REVIEW SPRING (1) 2020***

This policy reflects the school's commitment to being a  
Rights Respecting School

Approved at full Governors meeting Spring 2016  
Due for renewal Spring 2020  
Reviewed by: Jenny Long

## **Aims and Values**

Doddiscombsleigh Community Primary School is a welcoming school where everyone is valued highly and where tolerance, honesty, co-operation and mutual respect for others are fostered. We are committed to the development of the whole person within a supportive, secure and creative environment. A broad, balanced and appropriate curriculum provides equal opportunity for all pupils to maximise their potential regardless of age, sex, race, colour, religion or disability. We endeavour to promote positive relationships with parents, governors and members of the wider community. We promote equality and tackle any form of discrimination and actively promote harmonious relations in all areas of school life, especially given the lack of cultural diversity in our rural catchment area. We seek to remove any barriers to access, participation, progression, attainment and achievement.

This policy applies to and aims to benefit all staff, Governors, pupils, parents/guardians.

We are committed to:

- ✓ Celebrating diversity.
- ✓ Promoting and advancing equality and inclusion.
- ✓ Meeting people's needs.
- ✓ Encouraging participation.
- ✓ Promoting cohesion, tackling prejudice and promoting understanding.
- ✓ Tackling discrimination and disadvantage.
- ✓ Tackling bullying.
- ✓ Encouraging, supporting and striving to enable all pupils and staff to reach their potential.
- ✓ Working in partnership with parents and the wider community to establish, promote and disseminate good practice.

### **As a school:**

We will comply with legislation and the Public sector equality duty. We are required to have 'due regard' when making decisions and developing policies, to the need to:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

Having due regard to the need to advance equality of opportunity is defined further in the Equality Act 2010 as having due regard to the need to:

1. Remove or minimise disadvantages
2. Take steps to meet different needs
3. Encourage participation when it is disproportionately low.

### **As a Rights Respecting School we;**

- believe that each member of the school community deserves respect and care

- endeavour to ensure that all pupils achieve to their full potential
- value good relationships between the different members of the school community

### **We aim to:**

- Provide a secure environment in which all our children can flourish
- Provide a learning environment where all individuals see themselves reflected and feel a sense of belonging.
- Prepare children for life in a diverse society in which children are able to see their place in the local, regional, national and international community
- Include and value the contribution of all families to our understanding of equality and diversity.
- Provide positive non-stereotyping information about different groups of people regardless of gender, ethnicity, disability, sexual orientation, religion and age
- Plan systematically to improve our understanding and promotion of diversity.
- Actively challenge discrimination and disadvantage.
- Make inclusion a thread which runs through all our activities.

### **To achieve these aims we will:**

- Publish and share our policies with the whole community.
- Collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage.
- Use all available information to set suitable learning challenges for all, respond to pupils' diverse needs and overcome any potential barriers to learning.
- Ensure that the wider school curriculum makes explicit and implicit provision to promote and celebrate diversity.
- Have high expectations of behaviour which demonstrates respect to others.

## **Leadership, Management and Governance**

### **We are committed to:**

- Being proactive in promoting good relationships and equality of opportunity across all aspects of school life and the wider community.
- Encouraging, supporting and enabling all pupils and staff to reach their potential and make a positive contribution.
- Working in partnership with families, the local authority (LA) and the wider community to establish, promote and disseminate inclusive practice and tackle discrimination.

## **Responsibilities**

It is the **Governing Body's** responsibility to:

- Ensure that the school complies with equality legislation.
- Meet requirements to publish equality schemes.
- Ensure that the school's policy and its procedures and strategies are carried out.
- Follow the LA's admissions policy, which is fair and equitable in its treatment of all groups.
- Monitor attendance and take appropriate action where necessary.
- Have equal opportunities in staff recruitment and professional development and membership of the Governing Body.
- Provide information in appropriate, accessible formats.
- Be involved in dealing with serious breaches of the policy.
- Be pro-active in recruiting high-quality applicants from under-represented groups.

It is the **Headteacher's** responsibility to:

- Implement the policy and its strategies and procedures.
- Ensure that all staff receive appropriate and relevant continuous professional development.
- Actively challenge and take appropriate action in any cases of discriminatory practice.
- Deal with any reported incidents of harassment or bullying in line with LA guidance.
- Ensure that all visitors and contractors are aware of, and comply with, the school's equality and diversity policy.
- Produce a report on progress for governors annually.

It is the responsibility of **all staff** to:

- Be vigilant in all areas of the school for any type of harassment and bullying.
- Deal effectively with all incidents from overt name-calling to the more subtle forms of victimisation caused by perceived differences.
- Identify and challenge bias and stereotyping within the curriculum and in the school's culture.
- Promote equality and good relations and not discriminate on grounds of race, gender, religion, age and sexual orientation.
- Promote an inclusive curriculum and whole school ethos which reflects our diverse society.
- Keep up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources.

## **Breaches of the Policy**

All breaches of the policy will be rigorously followed up using the appropriate procedures and reported to the Governing Body and LA as required.

## Appendix 1

In April 2012 schools were required to publish information showing how we comply with the new equality duty.

This new duty extends to all the aspects of a person's identity – known as 'protected characteristics' – that are protected under the Equality Act 2010. These are race, disability, sex, age,<sup>1</sup> religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.<sup>2</sup>

In order to help schools in England meet the general equality duty, there are two specific duties that they are required to carry out. These are:

- To publish information to demonstrate how they are complying with the equality duty.
- To prepare and publish one or more specific and measurable equality objectives.

## Equality Objectives

Our equality objectives underpin much of what we do at Doddiscombsleigh School.

1. To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity.
2. To reduce prejudice and increase understanding of equality through direct teaching across the curriculum
3. To promote cultural development and understanding through a rich range of experiences both in and beyond school.
4. To continually consider how well the school ensures equality of opportunities for all its pupils.

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<sup>1</sup> For schools, age is not a protected characteristic in the equality duty in relation to education or the provision of services, it is included however in relation to staff.

<sup>2</sup> Marriage and civil partnership are also protected characteristics but only in relation to employment.