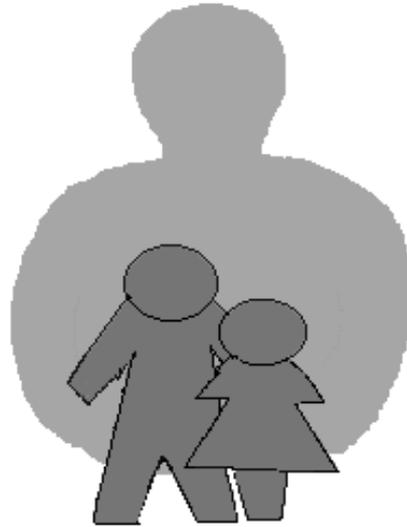


Monksdown Primary School



Equality and Diversity Policy

Adopted: Spring 2017

This policy will be reviewed annually or when the need arises and the necessary recommendations for improvement will be made to the governors.

Our Vision and Aims for Equality and Diversity

At Monksdown Primary School our school motto is: Believe, Achieve, Succeed.

We aim to:

- Offer equal opportunities regardless of race, culture, gender, academic ability, sexual preferences, physical ability or class.
- Provide an environment free from social sexual or cultural prejudice for all members of our school community.
- Ensure that everyone at school (staff, pupils, parents, governors and visitors) is afforded the basic rights of freedom and access to opportunity, including freedom from all forms of harassment or bullying.
- Achieve an environment in which members of the school community can be respected as individuals and in which the varied experiences of the community can enrich the life of the school.

The whole school

Principles:

Equal opportunities are the responsibility of the whole school community and must be reflected throughout the organisation of the school and be addressed in the taught and hidden curriculum. All staff, governors, parents/carers and pupils will be involved in developing, implementing and monitoring the equal opportunities policy and practice.

All staff, governors, parents/carers and pupils regardless of race, ethnicity, disability, gender and socio-economic background, are welcome and will be encouraged to participate in the life of the school.

The school recognises its responsibilities under the Race Relations Act, Equality Act (2010), Sex Discrimination Act and Disability Discrimination Act to eliminate discrimination and to promote good race relations.

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 the school community; this includes teachers, administration, cleaning or catering staff employed at the school as well as pupils, parents and school governors.

Relating to the Equality Act (2010) 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 nine protected characteristics to:

- Eliminate unlawful discrimination and harassment
- Advance equality of opportunity

- 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 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.

Purpose and Scope of the Policy

This policy sets out Monksdown 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 and we will not unfairly discriminate on any grounds.

We do this by:

- Making appropriate changes to teaching resources.
- Accessing Local Authority Services e.g. Ethnic Minority, EAL Support and liaising with outreach services.
- Support children's emotional needs through mentor support and Lego therapy.
- Providing a curriculum, which promotes positive understanding of different characteristics, recognises the contribution that individuals and groups with protected characteristics, to society, and challenges stereotyping and discrimination.
- Liaising with groups from the local community.
- Monitoring and reviewing of this policy will take place annually and will be made accessible through the school website or will be made available in an alternative format as requested.
- Providing two Mentors to work closely and engage with parents from all groups and develop links within the community.

The policy applies to:

- School Governors
- Staff
- Pupils (as appropriate)
- Visitors to the school
- Multiagency Professionals
- Contractors

Code of practice

Governors and Staff

- Staff will treat each other and all pupils with respect.
- Staff will examine the ideas and images in books and other resources and will challenge negative images and give all pupils positive images.
- Policies on displays, notices, meals, uniform etc in the school will reflect diversity.
- Attendance at in-service training course on equal opportunities will be encouraged. Staff will make every effort to understand the origins and the nature of racism and sexism and to recognise their own prejudice where it exists.
- Positive links will be developed with the homes of pupils and communities from which our pupils come.
- Preventing and dealing with discriminatory behaviour, abuse, bullying and intimidation is the responsibility of us all. The school will support victims of such incidents.
- If any member of staff, or the governing body, feels that they have been discriminated against or bullied they should report the matter immediately and their complaints will be investigated.
- Appointment and promotion of staff will be made and monitored in accordance with the school's Equal Opportunities policy for staff selection, appointment and promotion. The governing body will monitor the balance at all levels, of gender and ethnicity as well as membership of the governing body.

Pupils

- All pupils are valued and can expect to have their culture and language treated positively and with respect.
- Pupils will be given the opportunity in the classroom to discuss and to identify and understand racism, sexism and other forms of prejudice.
- If pupils feel they have been abused racially or bullied they should report the matter immediately to a person they trust. All pupils can expect to be listened to and have their complaints investigated by the Headteacher, who follow LA Guidelines.
- Pupils who have suffered racist or sexist behaviour, abuse, bullying or intimidation will be supported by the school. Anyone who has committed such offenses will be dealt with appropriately.
- All pupils should treat each other and staff with respect.

Roles and Responsibilities

All members of the school community, governors, staff, pupils, parents, and visitor all have a part to play in implementing the policy, promoting diversity and equality, challenging inappropriate behaviour or practice to remove barriers and avoiding discrimination.

To promote understanding of this responsibility will:

- Ensure all Stakeholders 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 need and priorities of our school.

In addition School Governors have responsibility for overseeing, agreeing, monitoring and reviewing of our School's equality objectives, and related activity.

Breaches of Policy

Monksdown Primary School views any form of discrimination as a serious of misconduct. Any allegations of a breach in the policy will be investigated by the Head teacher or where appropriate the governing body. This may lead to disciplinary or other appropriate action being taken.

Monitoring and review

Monksdown Primary School has specific duties under Equality Act (2010) 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 <http://monksdownprimary.co.uk>

We will review this information annually.

Bullying and Diversity incidents

Pupils

Monksdown 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, visitor by pupils on the basis of the 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 School's Anti-bullying Policy.

Staff, Visitors and Governors

Monksdown 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.

Parents and Carers

Monksdown Primary School view any form of discrimination undertaken by adults as serious acts of misconduct. Any such breaches could result in action being taken and possible police involvement.

Diversity Complaints

Monksdown Primary School takes seriously all complaints; where a complaint is related to equality/diversity issues, the school procedure for dealing with complaints will apply. This procedure will be made accessible through the Head teacher or Chair of Governors.