

THE HUMBERSTON CHURCH OF ENGLAND PRIMARY SCHOOL

EQUALITY & DIVERSITY POLICY



Reviewed: Spring 2021
Next Review date: Spring 2023

Introduction

This whole school policy aims to ensure that the school meets the needs of all, taking account of gender, ethnicity, culture, religion, language, disability, sexual orientation, age and social circumstances. We strive to engage all pupils to prepare them for full participation in a diverse society. The Humberston Church of England Primary School will take steps to:

- Promote equality of opportunity and access
- Promote racial equality and good race relations
- Oppose all forms of prejudice and discrimination
- Ensure all pupils with a disability have access to the School building and the curriculum

Aims, Beliefs and Vision

We believe that equality of opportunity and inclusivity for all should be a given right, where everyone is valued and treated with respect.

We believe that education represents a key opportunity to celebrate diversity both through the school curriculum and sharing of experiences.

Our aim is to educate all children and young people as global citizens enabling them to: -

- live in a diverse society where they feel encouraged, motivated and supported;
- live together in mutual respect and tolerance, where discrimination against individuals is tackled;
- respect and celebrate cultural, religious, racial and social diversity.

We believe that all staff in school should be positive role models, helping to promote achievement and inclusion for all.

We believe that all children should have an environment where it is safe to learn, where they are free from violence and discrimination; and where they are encouraged to achieve their full potential to develop physically, emotionally and academically.

There is no gender stereotyping in school and during early years structural play activities all roles are shared by children.

Opportunities to play all games during lessons are given to all children; invasive games are played by mixed teams, although some team selection may be made to facilitate equal performance potential.

There is equal encouragement in all areas of the curriculum; every child is given the same opportunity in each subject, and all children given equal opportunities for all school activities.

Clear procedures are in place so that all forms of bullying and harassment, including racism, harassment related to disability, sexism and homophobia, are dealt with promptly, firmly and consistently and are in line with relevant NELC policies and guidance.

All incidents of a racial, gender, bullying nature are recorded separately on the online Child Protection IT Package, CPOMS.

Responsibilities

Humberston Church of England Primary School recognises it needs to act to make sure that equal opportunities have practical outcomes and is committed to a programme of equal opportunity monitoring to ensure effective implementation. This includes allocating resources to ensure practice in the promotion of equal opportunities for all.

Overall responsibility for ensuring that the policy is adhered to lies with the Headteacher and Governing Body.

It is the Governing Body's responsibility to:

- ensure that the school complies with equality legislation;
- ensure that the school's policy and its procedures are carried out and monitored with appropriate impact assessments informing future plans;
- be involved in dealing with serious breaches of the policy;
- follow the LA's admissions policy, which is fair and equitable in its treatment of all groups;
- have equal opportunities in staff recruitment and professional development and membership of Governing Body.

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;
- deal with any reported incidents of harassment or bullying in line with LA guidance;
- ensure that all visitors are aware of, and comply with, the school's equality and diversity policy.

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;
- foster a positive atmosphere of mutual respect and trust among pupils from all ethnic groups and range of abilities.

Monitoring and Quality Assurance

- Each pupil's progress is monitored and tracked. The resulting data is analysed in respect of gender, race, ability or additional needs, looked-after-status.
- In addition to monitoring to rule out any potential disadvantage, quality assurance procedures ensure the school meets its duty to positively promote diversity (e.g. lesson observations record evidence of differentiation and texts are reviewed to ensure appropriateness and inclusivity).
- The data collected is used to inform further school planning, target-setting and decision making.

Complaints Procedure & Breaches Equality & Diversity Policy

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