

Stanhope Primary School



Equality and Diversity Policy

July 2021

Review Date July 2025

Stanhope Primary School is a welcoming and caring school that is part of a diverse catchment area. The staff and the school community want all our children to come to school every day, happy and know that, they are cared for, by all who work at the school. We aim to provide a safe, secure and happy environment, which is free from bullying, harassment and prejudice to enable everyone to reach their full potential. The school is committed to promoting an ethos that safeguards the dignity and wellbeing of everyone and encourages practices that take into account the rights of individuals to be treated with dignity and respect.

Equal Opportunities, is above all, about equality of access. It is also about celebrating diversity within Stanhope Primary School and the wider community thereby ensuring that individuals and groups can develop in the ways they choose.

Stanhope Primary School recognises that certain groups in society have historically been disadvantaged because of unlawful discrimination they have faced due to their race, sex, disability, gender reassignment, marriage/civil partnership, sexual orientation or age. This policy will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the school community and workforce.

The Equality Act of 2010 legally protects from discrimination in the work place and wider society. There is a duty upon schools to 'eliminate discrimination, harassment, and victimisation', 'to advance equality of opportunity and 'to foster good relations between persons who share a relevant protected characteristic and persons who do not share it'.

Types of discrimination (Protected Characteristics)

It is against the law to discriminate against anyone because of:

- Age
- Gender reassignment
- Being pregnant or on maternity leave
- Disability
- Race including colour, nationality and national origin
- Religion or belief
- Sex
- Sexual orientation

You are protected from discrimination

- At work
- In education
- As a consumer
- When using public services
- When buying or renting property
- As a member guest of a private club or association

The Equality Act 2010 brings together over 116 separate pieces of legislation into one single Act. It provides Britain with a discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to the following:

- Human Rights Act 1998
- Special Educational Needs and Disability Regulations 2014
- Education and Inspections Act 2006
- Equality Act 2010
- Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- Public Sector Equality Duty (PSED)
- General Data Protection Regulation (GDPR)

This policy also has due regard for non-statutory guidance, including the following

- DfE (2014) The Equality Act 2010 and schools

This policy also operates in conjunction with the following school policies:

- Admissions Policy
- Complaints Procedures Policy
- Equal Opportunities Policy

Principles and Aims

We see all learners, potential learners and their parents, as of equal value, regardless of any protected characteristics.

Our policies, procedures and activities will not discriminate but must take account of differences in life experiences, outlook and background and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.

The school will promote race equality and have due regard to eliminating unlawful racial discrimination, promoting equality of opportunity and good relations between people of different racial groups.

The school will promote disability equality, ensuring equality of opportunity, eliminating unlawful discrimination and disability related harassment and encouraging participation by disabled people in public life.

The school will promote gender equality by eliminating unlawful discrimination and harassment and promote the equality of opportunity between men and women, girls and boys.

Transgender people are explicitly covered by the PSED. For the purposes of this policy, the term 'transgender' refers to an individual whose gender expression or

identity is different from that traditionally associated with the sex they were assigned at birth.

The school will represent the confidentiality of those seeking gender reassignment and will provide a supportive environment within the community.

The school is opposed to all forms of prejudice and recognises that children and young people who experience any form of prejudice-related discrimination may fare less well in the education system.

The school will ensure that all staff comply with the appropriate equality legislation and regulations.

The school's Admission Policy (adopted from the LA) will not discriminate against any protected characteristic in any way.

The school will foster positive attitudes and relationships, a shared sense of cohesion and belonging and ensure this is promoted in our policies, procedures and activities.

The school will observe good equalities practice in staff recruitment, retention and development and ensure that all policies and procedures benefit all employees and potential employees regardless of any protected characteristic and with full respect for legal rights relating to pregnancy and maternity.

Ensure all staff promote an inclusive and collaborative ethos in school, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, and showing appropriate support for pupils with additional needs, maintaining a good level of awareness of issues surrounding equality.

The Governing Body will:

Ensure that the school complies with the appropriate equality legislation and regulations.

Meets its obligations under the PSED to publish equality objectives at least every four years commencing on the date of the last publication.

Ensure that the school's policies and procedures are developed and implemented with appropriate equality assessments informing future plans.

Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the Governing Board.

The Head Teacher will:

Implement this policy and its procedures.

Ensure all staff members receive the appropriate equality and diversity training as part of their induction and CPD.

Ensure that all parents, visitors and contractors are aware of, and comply with the provisions of this policy.

Actively challenge and take appropriate action in any case of discriminatory practice.

Address any reported incidents and take of harassment or bullying in line with DfE guidance.

Staff will:

Be mindful of any incidents of harassment or bullying in the school.

Address any minor issues of harassment or bullying and report any major breaches of the policy to the Head Teacher.

Identify and challenge bias and stereotyping within the curriculum and the school's culture.

Promote equality and good relations, and not harass or discriminate in any way.

Keep up to date with equality legislation and its application by attending the appropriate training.

Pupils will:

Not discriminate or harass any other pupil or staff member.

Actively encourage equality and diversity in the school by contributing their cultural experiences and values

Report any incidences of bullying or harassment, whether to themselves or to others, to their teacher or to another member of staff.

Abide by all the school's equality and diversity policies, procedures and codes.

All pupils, irrespective of age, belief, religion or sexuality:

Will have access to the same broad, balanced and relevant curriculum.

Will have access to all the facilities and the resources available within the school.

Will be involved in decisions made about their care and education.

Will have the opportunity to learn how people have challenged, or can challenge, discrimination and stereotyping based on age, belief, religion or sexuality.

The school is committed to promoting the welfare and equality of all its staff pupils and other members of the school community. To achieve this, the school has established the following objectives:

- Monitor changes to the curriculum to ensure they result in good outcomes for pupils in all vulnerable groups, and to review the curriculum considering new performance measures.
- Implement effective strategies to support pupils in all vulnerable groups.
- Improve the quality of support for pupils in all vulnerable groups in the classroom.
- Continue to explore the use of new technologies to support pupils in all vulnerable groups in accessing their learning.

Collecting and using information

The school will collect equality information for the purpose of:

Identifying key issues, e.g unlawful discrimination in teaching methods.

Assessing performance, e.g. benchmarking against similar organisations locally or nationally.

Taking action, e.g. adapting working practice to accommodate the needs of staff who share protected characteristics.

Promoting Equality

Staff will ensure that all pupils are able to take part in extra-curricular activities, the school will monitor the uptake of these activities to ensure no one is disadvantaged on the grounds of the protected characteristics.

The school will ensure that all forms of prejudice-motivated bullying is taken seriously and dealt with equally and firmly.

The will be differentiated work designed to meet the abilities and learning styles of all pupils.

There is a clearly defines disciplinary system stipulated in the Behaviour Policy, which will be consistently followed.

The school will ensure there is adequate access to the physical environment in school.

The school will seek the views of advisory staff, outside agencies and local schools.

Throughout the year, the school will plan ongoing events to raise awareness of equality and diversity.

The school will ensure that pupils and staff are aware of the impact of prejudice in order to prevent any incidents from occurring.

Staff, including new staff will receive regular training and/or updates regarding equality and diversity and know the process for reporting and following up incidents of prejudice related bullying.

Staff will deliver the new PSHE Curriculum and ensure the lessons delivered are designed for pupils to develop their knowledge of the world and the importance of equality, diversity and respect. This will ensure all our pupils are adequately prepared for life in a global and multi-cultural society and are aware of the cultural diversity which exists in their own community, nationally and internationally.