

Biddick Hall Infant and Nursery School



Equality & Diversity Policy

Date policy approved by Governing body: Mar 2023

Date due for review: Mar 2024

Signed by Chair of Governors: B Foster
Signed by Head teacher: A Willis

Equality and Diversity Policy

Under the Equality Act (2010) all schools are responsible for eliminating any form of discrimination, for promoting good relations between children, staff and parents and for ensuring that all pupils, regardless of sex, race, disability, religion or belief or sexual orientation, gender reassignment, pregnancy or maternity should have equal access to all aspects of school life, reflected in the school environments and its curriculum.

All staff appointments are to be based on strict professional criteria.

All staff should be seen to model appropriate behaviour and should take every opportunity to encourage pupils to behave appropriately and to deal with incidents positively.

All forms of discrimination, including bullying and harassment by any person will be treated seriously and breaking the conditions of the equal opportunities policy will be deemed as misconduct and could lead to disciplinary action.

The policy will be monitored and reviewed each year.

Purpose

- At Biddick Hall Infant and Nursery School we recognise our responsibilities under the Equality Act (2010) to eliminate discrimination and to promote good relations between children, staff and parents.
- We aim to provide all pupils, regardless of sex, race, disability, religion or belief, or sexual orientation, gender reassignment, pregnancy or maternity, equal access to all aspects of school life and work to ensure that every child is valued as an individual.
- Practitioners, as role models are aware of the influence of adults in promoting positive attitudes and use that influence to challenge stereotypical ideas.
- Our aim is to equip pupils with an awareness of our diverse community and to appreciate the value of difference. Discrimination is not acceptable.
- Pupils names will be accurately recorded and correctly pronounced. Pupils will be encouraged by staff to accept and respect names from other cultures.
- All forms of discrimination will be treated seriously since all such behaviour is unacceptable. Symbols and badges which indicate otherwise will not be worn. Staff are aware of possible cultural assumptions and bias within their own attitudes.
- The school values linguistic diversity positively. Pupils and parents will feel that their language spoken at home is valued.
- In all staff appointments, the best candidate will be appointed based on strict professional criteria. We provide equal opportunities to everyone we employ and we do not accept any type of discrimination.
- We encourage all our employees to develop their full potential and we will do everything we can to help them to achieve this.

- We will not discriminate, harass or victimise a pupil or potential pupil in the way we admit a pupil or provide education, access to any benefit, facility or service or by excluding a pupil or subjecting them to any detriment.

Our Commitment

- Every child and employee has the right to dignity and respect. We will not tolerate bullying or harassment.
- Our aim is to provide for all pupils according to their needs, irrespective of sex, race, disability, religion or belief or sexual orientation.
- We will provide equal opportunities to all staff and children. We treat all our employees fairly and equally.
- Breaking the conditions of our equal opportunity policy, will be deemed as misconduct and could lead to disciplinary action.
- Equality of opportunity permeates the whole school curriculum and is reflected in the school organisation.
- Our policy is in line with the current law.

Aims

Through implementation of our policy we aim to:

- Create an environment in which each individual feels valued, irrespective of ethnicity, language, gender, ability, religion or belief, or sexual orientation.
- Ensure equal access to all areas of the curriculum for all children in our care.
- Promote the belief that all can and should achieve to their highest potential in all areas.
- Provide materials to promote learning that are appropriate and reflect diversity.

General Principles

- We will strive to provide training on equal opportunities and diversity for staff.
- All parent and carers regardless of ethnic background, disability, gender or socioeconomic background are welcome and will be encouraged to participate in the life of the school.
- All our children have a right not to experience behaviour which offends anyone on the grounds of race, gender, nationality, sexual preference or ability.
- We shall foster a positive atmosphere of mutual respect and trust among children and staff.
- We aim to create an environment in which all children and their families and staff feel safe and unthreatened.
- Staff should be seen to behave in a manner which demonstrates mutual respect for one another.

- Adults should take every opportunity to encourage children to behave appropriately and to deal with incidents positively.
- We will be sensitive to, and provide for, cultural and religious requirements such as dress, diet and events.
- We encourage children to develop self-esteem, confidence and motivation in all areas of their lives.

Curriculum Principles

- All children will be respected and their individuality and potential recognised, valued and nurtured.
- Activities and the use of play equipment offer children opportunities to develop free from prejudice and discrimination, and encourages children to enjoy and learn from activities and equipment equally.
- Our aim is to show respectful awareness of all major events in the lives of children within our school and in society as a whole.
- Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.
- We will provide positive opportunities for disabled pupils so that we treat them as we would non-disabled pupils, where necessary making reasonable adjustments to put them on a level footing with pupils without disabilities.
- We will carry out accessibility planning aimed at increasing the extent to which disabled pupils can participate in the curriculum, improving the physical environment to enable disabled pupils to take better advantage of education, benefits, facilities and service provided, and improve the availability of information to disabled pupils.

Roles of Stakeholders

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published on our website and communicated throughout the school, including to staff, pupils and parents and that they are reviewed and updated annually.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Head Teacher.

The Head Teacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils.
- Monitor success in achieving the objectives and report back to governors.
- The designated member of staff for equality (Kate Hanlon) will coordinate refresher training through staff meetings and training and will monitor equality issues making senior leads and governors aware of these as applicable.

- Support the Head Teacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils.
- Support the Head Teacher in identifying any staff training needs, and deliver training as necessary.

School staff will:

- Have regard to this document and to work to achieve the objectives as set out within it.

Promoting Positive Relationships

The school aims to promote positive relationships between all members of the school community by:

- Promoting tolerance, respect, friendship and understanding of a range of religions and cultures through our planned curriculum. This includes teaching in RE and PSHE/RSE lessons.
- Assemblies and workshops dealing with relevant issues.
- Working with the local community including inviting leaders of faith groups into school.
- Ensuring all groups are encouraged to participate in the schools activities such as dance festivals, competitive sporting events and judo club.
- Supporting initiatives, which address tensions between different groups of pupils across the school.
- Continuing to develop links with people and groups who have specialist knowledge about particular characteristics to further inform the work of the school.

Monitoring and Evaluation

- The named people in school who coordinate and monitor the policy are the senior leadership team.
- The Head Teacher will seek to implement this policy and ensure that it is fair and equal
- It is the responsibility of all staff to monitor the success of the policy by ensuring that issues raised within it are followed and supported.
- Where monitoring identifies a manner of concern, appropriate action will be taken by the senior leadership team to address the situation, after seeking appropriate consultation and advice.
- Biddick Hall Infant and Nursery School ensure our equality and diversity policy and practice is kept under review annually.

Related Policies

- Special Educational Needs.
- Safeguarding including Child Protection Procedures.
- Behaviour and Discipline Policy.
- Curriculum Policy PSHE/RSE/RE

