

Bilton C of E Junior School

Policy for: Promoting Equality and diversity

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Reviewed: July 2019 (Date of original formation September 2014)

Ratified by the Governing Body on: **October 2014**



Table of review and modifications

Date reviewed	Page number of changes	Summary of changes made
12/09/16	No change	No change
10/07/17	P1	Amendments of Vision and Aims to include No Outsiders
	P2, P3	No outsiders information added to section 3 and 4
23/7/19	P1 Bullet points 4 and 5	Pt 4 Amended to reflect all minority groups not just boys and girls Pt 5 Updated to reflect closing of gap between PP and cohort.
	P2, Point 3 bullet point 6	Added: in lessons and worship
	P4	Added to each adult section: further sanctions if required

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Promoting equality and diversity

1. Our Vision and Aims for Equality and Diversity

Bilton C of E Junior school is proud to adhere to the Equality Act 2010. We believe that everyone has the right to be treated fairly and with respect, and that all children have the right to access their education without risk of prejudice. For that reason we are a **No Outsiders** school.

Our equality objectives are:

- To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities . We aim to meet this objective with particular reference to issues of equality and diversity.
- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum and in particular through our **No Outsiders** initiative.
- To move beyond deterministic notions of fixed ability and to model teaching and learning behaviours that avoid labelling.
- To ensure provision through our bespoke curriculum addresses the needs of all minority groups.
- Through designated leadership ensure the parity of progression and achievement of PP children in line with their peers.
- To promote cultural development and understanding through a rich range of experience, both in and beyond the school.
- To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010.
- To tackle prejudice and promote understanding in relation to people with disabilities.

2. Defining Equality and Diversity

2.1 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/ students, parents and school governors.

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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 we must exercise 'due regard' in respect of each of the eight protected characteristics (excluding marriage and civil partnership) to:-

1. Eliminate unlawful discrimination and harassment
2. Advance equality of opportunity
3. Foster good relations between different groups

2.2 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.

3. Purpose and Scope of the Policy

This policy sets out Bilton C of E Junior 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 and Traveller Advisory Service,
- EAL Support and liaising with the Outreach Team from St Mark's, Bilton. Encouraging relationships with other teams from different cultures.
- Supporting children's emotional needs through play therapy and drawing and talking therapy.
- Providing a curriculum, which promotes positive understanding of different characteristics, recognises the contribution that individuals and groups with protected characteristics make to society, and challenges stereotyping and discrimination.
- Teaching **No Outsiders** through books and other resources which promote the Equality Act 2010 in lessons and Worship.

Monitoring and reviewing of this policy will take place annually.

The policy applies to:

School Governors

Staff

Parents

Pupils (as appropriate)

Visitors to the school

Multiagency Professionals

Contractors

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4. Roles and Responsibilities

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

To promote understanding of this responsibility all 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. This can be done by all **No Outsiders** display boards refreshed regularly.
- Provide training/ development and updates as appropriate
- Review our equality objectives and actions to ensure all relevant activity remains relevant and meets the identified needs 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.

4.1 Breaches of Policy

Bilton C of E Junior School views any form of discrimination as a serious act of misconduct. Any allegation 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.

5. Monitoring and review

Bilton C of E Junior School has specific duties under the Equality Act (2010) to publish information about the diversity of our school community and the work we are doing to promote equality.

We will review this information annually.

6. Bullying and Diversity incidents

6.1 Pupils

Bilton C of E Junior School believes all pupils should be safe and feel valued for themselves, whatever characteristics they may have. Bullying and harassment of pupils, staff, parents, visitors by pupils on the basis of their 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.

6.2 Staff and Governors

Warwickshire LA and Bilton C of E Junior 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.

7. Diversity Complaints

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Bilton C of E Junior 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 school website or will be made available in an alternative format as requested. Complaints should be made to the Head teacher or the Chair of Governors.

Policy Written 2014, reviewed annually.

Appendix - Sanctions for dealing with racial abuse and harassment

Learners

If an incident of racial abuse or harassment is reported or witnessed take it seriously. Listen to the victim and abuser. Make it clear that such incidents will not be tolerated and are against the law. Help the abuser to understand how the victim maybe feeling. Ensure that the abuser apologises. Refer both pupils to the Head or in her absence the Deputy or Team Leaders to ensure that a monitoring form is completed, the abuser writes a letter of apology and gives it to the victim and that parents are informed.

Member of staff

A discussion with the Head or Chair of Governors followed by a verbal and written warning
Monitoring form to be completed and sent to the LA

Governors

A discussion with the Head or Chair of Governors followed by a verbal and written warning
and further sanctions if required.

Monitoring form to be completed and sent to the LA and further sanctions if required.

Head Teacher

A discussion with an LA officer followed by a verbal and written warning and further sanctions
if required.

Monitoring form to be completed and sent to the LA