



Equalities and Diversity Policy

Agreed & Ratified as a working document by CLT/SLT: September 2019

Review date: September 2021

Statement of Intent

At Avanti Court Primary School it is recognised that access to equal opportunities is essential in the pursuit of a high quality education for all our pupils and all those who work alongside them. We believe in developing the range of cultural and personal identities regardless of an individual's sex, religion, physical disabilities, sexual orientation, nationality, ethnic or national origins, within and beyond our community in order to prepare our pupils to participate fully in society with consideration, respect and understanding. We hope that all children leave us with confidence and positive memories of their time at Avanti Court Primary School.

We recognise that people have different needs, and we understand that treating people equally does not always involve treating them the same.

Our aims are:

- To provide a secure, caring and stimulating environment in which school and home work in partnership, and in which all children will be encouraged
- To ensure that everyone is treated fairly and respectfully
- To develop their potential as unique individuals
- To develop an awareness of their own self-worth in order that they will become responsible and self-disciplined members of society
- To ensure equal access to all social and educational opportunities
- To provide equal access in all areas of the curriculum for all children
- Provide opportunities for each individual to make a positive contribution to the school community, thereby enhancing the individual's self esteem
- Value each child as an individual and meet the needs of that individual
- Promote a positive attitude towards discrimination where necessary and provide non - discriminatory role models
- Promote the principles of fairness and justice for all
- Strive to remove any forms of indirect discrimination that may form barriers to learning
- Ensure that all recruitment, employment, promotion and training systems are fair to all and provide opportunities for everyone to achieve.
- Challenge stereotyping and prejudice whenever it occurs

We aim to make sure that no-one experiences less favourable treatment or discrimination because of:

- Their age
- A disability
- Their ethnicity, colour or national origin
- Their gender
- Their gender identity (they have reassigned or plan to reassign their gender)
- Their marital or civil partnership status
- Their being pregnant or having recently had a baby
- Their religion or belief
- Their sexual identity and orientation.

We recognise that some pupils need extra support to help them to achieve and be successful

We will achieve our aims by:

- Making sure that people from different groups are consulted and are involved in our decisions, especially pupils, parents/carers and those of us who can be treated less favourably
- Providing an education in line with national legislation and local authority guidelines
- Planning and delivering a broad and balanced curriculum that reflects mutual understanding of differing attitudes, values and respect to enable all our pupils to develop their social, intellectual and physical potential
- Offering our pupils a curriculum which encompasses the Early Years Foundation Stage and National Curriculum requirements and which is delivered through thoughtful and detailed planning.
- Providing equal opportunities for all our children to develop and extend their moral and cultural capacities, whilst fostering an awareness of, and respect for, the beliefs and practices of other communities
- Acknowledging pupils contributions to discussions equitably.
- Presenting work in a positive and unbiased way, reflecting and celebrating cultural diversity.
- Reviewing resources to eliminate all inappropriate references to issues such as gender, race and other forms of stereotyping.
- Promoting value and self - esteem through sharing assemblies, roll of honour book which records pupils' positive contributions and achievements as well as rewards such as stickers and certificates
- Ensuring all pupils experience the range of activities available, acquiring skills without preference to gender etc.
- Providing appropriate support for pupils who may experience difficulties through a special need or where language acquisition is a concern amongst bilingual pupils
- Ensuring access to extended services and provision is open to all pupils.
- Ensuring that all pupils receive a sufficiently challenging and motivating work environment to enable them to achieve their highest potential
- Responding immediately to any acts of racism, making it clear that any form of racism or racist behaviour is not to be tolerated. It is the duty of all those in school to ensure the success of this policy

The legal framework

The Equality and Diversity policy has been developed in line with the following legal framework:

- UN Convention on the Rights of the Child
- UN Convention on the Rights of Persons with Disabilities
- Human Rights Act 1998
- Special Educational Needs
- Education and Inspections Act 2006
- Equality Act 2010
- Specific Duties Regulations 2011

Roles and Responsibilities

The Board Members will:

Ensure that Avanti Court Primary School complies with the appropriate equality legislation and regulations

Meet its obligations under the Public Sector Equality Duty to publish equality objectives

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

<p>Ensure that the recording and reporting of equality and diversity data is sufficiently scrutinised</p> <p>Ensure that the School's Admissions policy does not discriminate in any way</p> <p>Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of Board Members and Trustees</p> <p>Proactively recruit high quality applicants from under-represented groups</p> <p>Provide information in appropriate and accessible formats</p> <p>Ensure that the necessary disciplinary measures are in place to enforce this Policy</p>
<p>The Headteacher will:</p> <p>Ensure the implementation of this policy and procedures</p> <p>Ensure that all staff members receive the appropriate equality and diversity training as part of their HR induction and continuous professional development</p> <p>Ensure that all parents, visitors and contractors are aware of and are in compliance with the provisions of this Policy</p> <p>Actively challenge and respond quickly and equitably to all incidents of unfair treatment and racism.</p> <p>Address any reported incidents of harassment or bullying in line with DfE guidance</p> <p>Produce an annual report on the progress of implementing the provisions of this Policy</p>
<p>Employees will:</p> <p>Ensure all pupils and colleagues are treated fairly, equally and with respect</p> <p>Be mindful of any incidence of harassment or bullying in school and whilst of site on school business Address any minor issues or harassment or bullying and report any breaches of Policy to the Headteacher or senior members of staff</p> <p>Identify and challenge bias and stereotyping within the curriculum and the school's culture</p> <p>Promote equality and good relations, and not harass or discriminate in any way</p> <p>Monitor children's progress and academic needs to ensure the appropriate support is in place</p> <p>Keep up-to-date with equality legislation and its application by attending training</p> <p>Promote positively cultural diversity through careful selection of resources.</p> <ul style="list-style-type: none"> • Challenge any incident of prejudice or racism, recording them in line with school procedures (log book/ borough form).
<p>Children will:</p> <p>Not discriminate or harass any other pupil, staff member, visitor to school or the general public they meet whilst out on school visits</p> <p>Actively encourage equality and diversity in the school by contributing their cultural experience and values</p> <p>Report any incidences of bullying or harassment, whether to themselves or to others, to their class teacher or to another member of staff Abide by the school's equality and diversity policies, procedures and codes</p>

Monitoring and evaluation

This policy will be monitored and evaluation on an annual basis by the Board Members and senior members of staff in the following ways:

Individual attainment data will be used to measure the effectiveness of this Policy on pupil achievement

Equal opportunities recruitment data

Equality impact assessments

Ofsted inspection judgements on equality and diversity
Incident records related to harassment and bullying Dissemination

We will communicate this Policy to the Board Members, parents, staff and children

Annual equality objectives and outcomes will also be made available

Enforcement

Staff members and children who do not comply with the provision of this Policy will be subject to the school's disciplinary procedures

Appeals

Staff members retain the right to appeal against a decision on the acceptability of their appearance using the school's grievance procedures

Equality Objectives These objectives will be reviewed termly and are published on the school's website

This policy should be read in conjunction with the schools:

- Accessibility Policy
- Equalities Action Plan
- The Trust's Equalities Policy
- Equalities Act Guidance 2010