



# EQUALITY AND DIVERSITY POLICY

## BRICKHILL PRIMARY SCHOOL

JANUARY 2018

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## **Equality and Diversity Policy - Statement of Commitment**

At Brickhill Primary School we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit here. We are committed to seeking to ensure equality of opportunity for everyone involved with the school – pupils, staff, parents, carers, governors, volunteers, contractors and the wider community. We are committed to giving all our children every opportunity to achieve the highest of standards. We seek to provide a safe and happy environment where all can flourish and where cultural diversity is celebrated.

This policy accords with the Equality Act 2010. (See Appendix for information on the Public Sector Equality Duty and definitions of discrimination, victimisation and harassment as laid down in the Act.)

All members of the school community are responsible for promoting the school's equality and diversity policy and are obliged to respect and act in accordance with the policy.

### **Aims**

The governing body and school, through its Equality and Diversity Policy, aims to:

- Carry out its legal duty in complying with the relevant legislation.
- Ensure that no employee, job applicant, pupil or other member of the school community is treated less favourably on grounds of age, disability, gender reassignment, marital status, pregnancy and maternity, race, religion or belief, sex or sexual orientation.
- Promote tolerance of and respect for other people's beliefs, culture and background, in so far as they are consistent with universal values.

### **Admissions**

The school is bound by the LA Admission Policy, which does not use discriminatory criteria for admission.

### **Provision of education**

The school will

- Aim to provide the best possible education for all pupils according to their needs, irrespective of gender, ability or ethnic origin or any other protected characteristic.
- Seek to ensure that pupils should have access to a broad and balanced curriculum which avoids stereotypes and provides good role models for all pupils. Equality of opportunity and diversity issues will be taken into account when planning the curriculum and this should be reflected in curriculum planning documentation.
- Seek to ensure that every child has equal access to the curriculum, extra-curricular

activities, playground activities and all other benefits, facilities, and services.

- Monitor and evaluate the curriculum, classroom organisation, resources and assessment to ensure that they are free from discrimination and promote diversity.
- Ensure that the curriculum promotes role models which reflect the school's diversity in terms of race, gender and disability.
- Promote positive images which reflect the diversity of the school and community in terms of race, gender and disability, for example in assemblies, books, publications and learning materials and in classroom/corridor display.

### **Access to benefits, facilities and services**

The school will seek to ensure that all groups have equal access to any benefits, facilities and services provided by the school. Such matters will be given due regard by the Governing Body, e.g. when considering budgets and allocation of resources.

### **Exclusions or any other detriment**

Exclusions or other sanctions will always be based on the school's Pupil Discipline and Behaviour Policy. The school will monitor exclusions and other sanctions to check if the application of the policy has a disproportionate impact on any group or groups.

### **Data and monitoring**

The school will monitor and analyse pupil achievement and progress by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

### **Employment matters**

The school is committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment. The school will

- Seek to ensure that all staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. However we are concerned to ensure wherever possible that the staffing of the school reflects the diversity of our community.
- Seek to ensure that performance management procedures are administered fairly and in line with the principles of the Equality and Diversity statement.
- Enhance and develop the skills, knowledge and abilities of existing employees to realise their full potential, irrespective of background or employment status.
- Provide equal access to training and development opportunities for all staff, including part time, on the basis of their assessed training needs.
- Protect staff from bullying, harassment or victimisation arising from a protected characteristic. Complaints regarding bullying and harassment will be investigated in an

- appropriate and timely manner.
- Undertake equal opportunities monitoring with respect to employment matters including composition of school staff, recruitment trends, take up of training opportunities etc.

### **Breaches of policy**

Breaches of the Equality and Diversity Policy will be dealt with as follows:

- For pupils through the schools behaviour policy.
- For staff through the staff disciplinary policy.
- For parents and carers, by appropriate action, for example making clear the school's expectations.
- For staff of other organisations, by reporting breaches to the heads of those organisations.

## **Responsibilities of the Governing Body**

The governing body will

- Seek to ensure that equal opportunities implications will be considered and recorded whenever resources are allocated or school policies are developed or reviewed.
- Wherever possible take up all relevant opportunities provided by the Local Authority's Governors Training Programme.
- Review school achievement and progress data and challenge appropriately where such data indicates differences in attainment or progress between different groups of pupils, e.g. gender, race, disability.
- Agree with the headteacher the school's specific and measurable Equality Objectives.
- Review the Equality information published annually by the school.

## **Responsibilities of Headteacher**

The headteacher will

- Ensure that all staff are aware of the Equality and Diversity Policy and that teachers follow the policy fairly in all situations and arrange for appropriate training to support this.
- Prepare and agree with the Governing Body the school's specific and measurable Equality Objectives.
- Ensure that the school publishes information annually which demonstrates how it is complying with the Equality Duty.
- Ensure that all appointments panels give due regard to the Equality and Diversity Policy so that no one is discriminated against when it comes to employment opportunities.
- Treat all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents with due seriousness.

## **Responsibilities of staff**

All staff will

- Ensure that all pupils are treated fairly, equally and with respect and will maintain awareness of the school's Equality and Diversity Policy.
- Promote equality and strive to provide material that gives positive images based on race, gender and disability, and challenges stereotypical images.
- Deal with incidents of discrimination and know how to identify and challenge bias and stereotyping.

## **Related Documents**

The Equality and Diversity Policy should be read in conjunction with

The Pupil Discipline and Behaviour Policy

The Dealing with Racist Incidents Policy

Staff Disciplinary Procedure

Accessibility Plan

## **Review**

**This Policy will be reviewed bi – annually.**

Policy Reviewed and Updated ..... Signed.....