



ST. MARY'S ISLAND

*Church of England (Aided)
Primary School*

Equality and Diversity Policy

Date adopted: *December 2016*

Date for next review: *December 2019*

Committee/Person responsible for this document: *Governing Body*

Introduction

This policy sets out St. Mary's Island CEA Primary School's commitment towards equality and diversity. The aim of this policy is to encourage and enable inclusion and achievement through the management of staff, curriculum, pupils, parents and carers in an environment that recognises the different life chances that individuals have and works to achieve the best outcomes for them all both as individuals and as members of our community.

We seek to uphold and implement these core values as a service provider and employer and to ensure that our services are accessible and delivered effectively. We also recognise the unique opportunity we have as a school to positively influence the broader community by creating positive relationships between people through community cohesion.

This policy will impact on all other policies.

Our Vision for Equality and Diversity

We will treat everyone involved in our school fairly so that all members of our school community can learn together to enjoy and achieve.

Our Mission Statement

At St Mary's Island CEA Primary School we have established a safe, creative and vibrant environment where children feel challenged and supported in their learning; achieving high levels of well-being and academic success. We aim to nurture and develop mutual respect, tolerance, teamwork, perseverance and good manners. Our dedicated and talented team of staff inspire and motivate all children throughout their respective learning journeys. Personal achievements are valued, equipping each child to realise their potential, leading to a lifetime of fulfilment.

How will we achieve this in our school?

We will achieve this by:

- Addressing inequality and discrimination that may occur within the workforce and the school.
- Celebrating and embracing diversity that exists in the school and its wider community.
- Ensuring that the delivery of the curriculum reflects and takes into account equality and diversity issues.
- Creating opportunities for the wider involvement of staff, children, parents and carers and the wider community through consultation, participation and partnership working.
- Ensuring that our vision is shared with the children, staff, parents and our wider community.

Aims

The aims of this policy are to ensure that:

- Every individual within the school has the same chances and has the opportunity to achieve his/her potential
- Equal access is achieved by everyone and for everyone
- We respond appropriately to changing needs
- Staff, parents and children are informed and reminded of our vision and our equality objectives
- Positive attitudes are fostered and prejudices are broken down
- There is continuity of approach throughout the school
- Individual talents are recognised and celebrated
- Children learn to be caring and responsible citizens
- Staff, parents and children actively promote understanding, tolerance and mutual respect for all members of our school community regardless of differences.
- Discrimination is understood and all play a part in actively preventing it

Legal Requirements

Everyone has the right to be treated with dignity and respect. As a school we have legal responsibilities under the Equality Act 2010 which prohibits direct and indirect discrimination, harassment and victimisation of people on the grounds of protected characteristics. This means that as a school we must not discriminate against, harass or victimise:

- Pupils at the school
- Prospective pupils

The governing body is legally responsible for ensuring that the Equality Act is observed by all staff in school. However, everybody involved in the school community has a responsibility to ensure that the spirit of the policy and its legal requirements are observed.

Who is protected?

The protected characteristics of the school's provisions are:

- Disability
- Gender reassignment
- Marriage and Civil Partnership (in employment)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Schools as an employer and service provider will have duties under the remaining protected characteristics.

What is discrimination?

- Direct discrimination (including discrimination based on perception or association)
- Indirect discrimination
- Discrimination arising from disability
- Failure to make reasonable adjustments (for disabled people)

What will this mean at our school?

Everyone in our school community has a right to be treated with dignity and respect. This includes a right to:

- Learn, work and play
- Physical, emotional and verbal respect
- Freedom from violence, bullying and abusive language
- Respect for an individual's protected characteristics
- Freedom from sexual comments or harassment or inappropriate use of humour
- The safety of their property
- Equal opportunities in relation to admissions, access, recruitment and access to extra-curricular activities

Pupils and adults are encouraged to report any inappropriate behaviour or comments. All incidents will be dealt with in line with the school's behaviour policy.

How will we know when we are successful?

Our success will be measured through **quantitative indicators** such as:

- SATs results
- Progress data of our different groups
- Pupil Progress meetings

- Attendance
- Unauthorised absence
- Punctuality
- Stability and staffing
- Commitment and involvement of support staff
- Regular visits/involvement from external agencies eg SALT; OT; Early Help
- Communication and involvement of parents
- Access to ICT for all learners
- Diversity represented in attendance at extra-curricular activities
- Diversity represented in school groups eg school council
- Diversity reflected in parent participation in school

Also **qualitative Indicators** such as:

- Playground interaction
- Learning interaction (peers/adult)
- Friendly and caring attitudes
- Members of the school community feel valued
- Displays of work
- A welcoming ethos
- Accessibility of school staff
- Effectiveness of communication systems
- Differentiated work for all pupils
- Pastoral care of pupils
- Effective support for health needs
- Diversity reflected in curriculum books and resources
- Links with the local community and with communities with a different context

Monitoring of the above will help staff and governors to identify areas of existing and emerging inequality.

Evaluation /Monitoring of the Policy

- The Headteacher working closely with the Senior Leadership Team, and reporting to governors.
- All members of staff will work to improve, adjust and facilitate equality and diversity within the day-to-day running of the school and bring individual perspectives to staff meetings.
- Governors will monitor via full governing body meetings and via curriculum committee meetings
- The involvement and views of pupils in ongoing evaluations
- Ofsted

The policy will be reviewed once every three years or sooner should the need arise.

This policy will inform our equality objectives and action plan.

Signed: Mrs C Easton
Mrs C Easton (Headteacher)

Signed: Mr S Farrin
Mr S Farrin (Vice-chair of Governors)
 On behalf of the Governing Body

Ratified by the Governing Body: December 2016