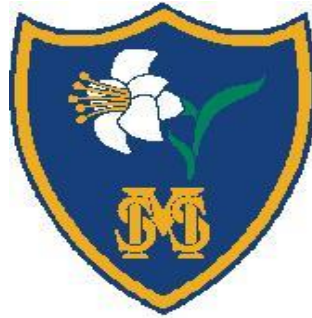


# Haddenham St Mary's CE School



## **EQUALITY & DIVERSITY POLICY**

## **1. OVERVIEW**

1.1 This policy reflects the Single Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975. This policy therefore supersedes all previous school policies on Disability, Ethnicity (ie Race) and Gender.

1.2 The Single Equality Act combines the existing three duties into one new Equality Duty that covers all nine of the equality strands: age, disability, gender, gender-identity, race, religion or belief, sexual orientation, marriage and civil partnership and pregnancy and maternity. In this school we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, everyone will be treated equally. This Single Equality Policy summarises the school's approach in ensuring equality for all.

## **2. OBJECTIVES**

2.1 To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.

2.2 To advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.

2.3 To eliminate any discrimination, harassment and victimisation. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs.

2.4 To recognise and celebrate diversity within our community whilst promoting community cohesion.

2.5 To ensure that this policy is applied to all we do.

2.6 To ensure that pupils and parents are fully involved in the provision made by the school.

2.7 To ensure that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive and preventative action is funded where necessary.

### **3. GOOD PRACTICE**

3.1 We strive to achieve a cohesive community and expect that children respect one another and behave with respect to one another, and that their parents feel fully engaged in the school.

3.2 We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.

3.3 We support the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. Through our policies and actions we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.

3.4 We consider it prudent and sensible to maintain the practice of logging racist incidents. We monitor and log incidents that discriminate against children and young people or adults in our school with protected characteristics, eg homophobic bullying. We also monitor and log bullying incidents, particularly those directed towards those with special educational needs.

### **4. STRATEGIES**

4.1 Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy.

4.2 Parents and governors will be involved and consulted about the provision being offered by the school.

4.3 Teachers will ensure that the teaching and learning takes account of this policy.

4.4 The diversity within our school and the wider community will be viewed positively by all.

4.5 Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.

4.6 Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.

4.7 Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.

4.8 The positive achievements of all pupils will be celebrated and recognised.

## **5. STAFF RECRUITMENT AND PROFESSIONAL DEVELOPMENT**

5.1 All posts are advertised formally and open to the widest pool of applicants;

- All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and ensure equality good practice throughout the recruitment and selection process;
- Steps are taken to encourage people from under-represented groups to apply for positions at all levels of the school.

5.2 Access to opportunities for professional development is monitored on equality grounds.

- Equalities policies and practices are covered in all staff induction (evidence – see staff induction pack).
- All supply staff are made aware of equalities policies and practices.
- Facilitate training for staff, teachers, governors and head teachers on community cohesion.

5.3 Minimise direct, indirect and institutional discrimination with regards to staff recruitment, training and retention.

## **6. OUTCOMES**

6.1 This policy will play an important part in the educational development of individual pupils.

6.2 It will ensure that all pupils are treated equally and as favourably as others.

6.3 The school will make all reasonable adjustments to promote equal opportunity and equal treatment of all members of the school community.

6.4 We are committed to meeting the individual needs of each child and will take full account of their age, disability, gender, gender-identity, race,

religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010.

### 7. EQUALITY OBJECTIVE

7.1 The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence.

7.2 Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

7.3 We will regularly review the progress we are making to meet our equality objectives.

## Haddenham St Mary’s CE School Equalities Objectives 2018-2022



The Equality Act 2010 requires that schools publish equalities objectives. These need to be specific and measurable. The Haddenham St Mary’s School equalities objectives are based on analysis of our data and other evidence. They focus on the areas where we have agreed to take action and tackle disadvantages. The Governing Board will regularly review the progress we are making to meet our equalities objectives.

Objective	Actions	Who?	By When?	What Will the Impact Be?
1. To provide reasonable means for children, young people their friends and families to have meaningful and continuous interaction with people from different backgrounds, cultures lifestyles, generations and identities	<ul style="list-style-type: none"> <li>Through curriculum, specialist weeks and relevant timings throughout the year organise activities to explore non-Christian religions and cultures outside the UK. eg. Diwali day with visiting Bollywood dancer, visit from Wheelpower representative.</li> <li>To ensure systems are in place for children and staff to work with different generations within the community. Eg. ‘The generation game’ project between school and local residential home and multi generational activities in place eg. Visit from over sixties club.</li> <li>There are activities provided for children to mix with children from other schools not necessarily from the immediate local area. Partnerships with other schools are established eg. LOTC project with Thomas Hickman school.</li> </ul>	All teaching staff to be involved in planning and organisation	Ongoing	Children have a greater understanding of similarities and differences and are respectful of others. They have an inclusive attitude and respect for all.
2. To provide equal opportunities for all in terms of staff recruitment regardless of <ul style="list-style-type: none"> <li>Sex</li> <li>Race</li> <li>Disability</li> <li>Religion or belief</li> <li>Sexual orientation</li> <li>Gender reassignment</li> <li>Pregnancy, maternity</li> <li>Paternity</li> <li>Age</li> </ul>	<ul style="list-style-type: none"> <li>All posts are advertised formally and open to the widest pool of applicants.</li> <li>All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and ensure equality good practice throughout the recruitment and selection process.</li> <li>Steps are taken to encourage people from under represented groups to apply for positions at all levels of the school.</li> </ul>	HT/DH/Bursar Governors	Ongoing	We adopt a flexible and inclusive approach to staff recruitment ensuring that the process is clear, open and fair.