



Equality and Diversity Policy 2022 – 2023 St. Michael in the Hamlet Primary School

Our Vision and Aims

At **S.M.I.T.H.** our core values taken from our school NEW vision are to be a **Safe, Motivational, Inclusive, Team and Happy** environment for all.



Rationale

This Equality Policy for our school, includes all the protected characteristics covered under the Equality Act 2010 as well as other aspects which have the potential to discriminate against or to devalue any individuals within our community. We are further committed to the development of cohesive communities both within our school's physical boundaries and within our local, national and global environments. Our school embraces the aim of working together with others to improve children's educational and wellbeing outcomes, and notes the rights set out in the UN Convention on the Rights of the Child.

Our Equality Policy is inclusive of our whole school community – pupils/students, staff, parents/carers, visitors and partner agencies. We treat everyone fairly, celebrating difference and meeting different needs so that all members of our school community are free to live, learn and achieve their full potential.

We aim to:

- Provide an appropriate learning experience for all pupils, whatever their colour, origin, culture, gender, religion or ability. The school has high expectations of all pupils. It is the responsibility of all staff to educate against any form of prejudice or negative stereotyping and to ensure that their conduct with pupils and colleagues reflects this responsibility at all times.
- Maintain and promote a working partnership between the school, parents, and community which foster respect, honesty, truth, co-operation and tolerance.
- Help the children understand the world in which they live, have mutual; respect for the values of others and work together as a team.

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- To ensure that everyone, whatever their needs and capabilities, is included and catered for.
- To value each individual and recognise and respect to the needs of all children.

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, parents and school governors. 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 schools must exercise 'due regard' in respect of each of the nine protected characteristics to:-

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

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 need 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.

Intent

This policy sets out St. Michael-in-the-Hamlet Community Primary school's commitment to promoting equality and diversity and applies to all members of our school community. We believe that it is our responsibility to promote equality and diversity.

Roles and Responsibilities

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

To promote understanding of this responsibility we will:

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- Ensure all Stakeholders are made fully aware of our Equality and Diversity Policy and how it affects their work;
- Provide training/development and updates as appropriate;
- Review our equality objectives and actions to ensure all relevant activity remains relevant and meets the identified need 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. St. Michael in the Hamlet Primary views any form of discrimination as a serious of misconduct. Any allegations 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.

We will deliver this policy through our:

Leadership and Management

Senior leaders are responsible for ensuring that appropriate arrangements are put in place to monitor the performance of potentially disadvantaged pupils.

Measures would include:

1. Identifying and investigating any patterns with regard to exclusions and poor attendance in respect of particular groups;
2. Addressing issues such as sexual or racial harassment, bullying and hostile behaviour and ensuring that there are effective procedures for reporting and responding to such incidents;
3. Ensuring that the performance of different groups of pupils is monitored and evaluated so that the particular needs of different pupils are met;
4. Provide annual staff development and training to raise awareness of differences in need and to promote strategies to raise achievement in all pupils;
5. Create an environment which affirms and supports ethnic, cultural, religious and social diversity and effectively promotes good personal, community and race relations.
6. Providing a school Family Support Worker to work closely and engage with parents from all groups and develop links within the community.

Teaching and Learning

Teachers are responsible for ensuring that:

1. They provide 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.
2. Methods, language, questioning and classroom management includes and engages all pupils;
3. Suitable resources are chosen which motivate and are sensitive to different groups, cultures and backgrounds;
4. Stereotypes and what are thought to be stereotypical activities are effectively challenged;
5. They are aware of possible cultural assumptions and bias within their own attitudes.

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6. Access Local Authority Services e.g. Ethnic Minority and Traveller Advisory Service, EAL Support and liaising with outreach services.
7. Support children's emotional needs through play therapy, counselling and Lego therapy.

Monitoring and Review

St. Michael in the Hamlet Primary has specific duties under Equality Act (2010) to publish information about the diversity of our school community and the work we are doing to promote equality. Monitoring and reviewing of this policy will take place annually and will be made accessible through the school website or will be made available in an alternative format as requested.

Equality of opportunities

Where pupils have physical and/or learning disabilities, the school will ensure that:

1. Whatever arrangements are reasonable and practical, within financial constraints, are made to ensure that disabled pupils can gain access to the curriculum.
2. The school works effectively with local services and agencies, providing coherent support.

With regard to gender, the school will ensure that:

Account is taken of positive role models when inviting speakers and representatives into the school and in the promotion of specific initiatives.

With regard to Minority Ethnic Groups, including Refugees, the school will ensure that:

1. Home - school links are made to involve parents directly in the work of the school;
2. Linguistic diversity is positively recognized;
3. Interpretation and translation services are made available as quickly as possible.
4. Provision is made for the spiritual, moral, and social and cultural education, supported by appropriate resources and information.
5. Pupils should be encouraged to accept and respect cultures other than their own.

With regard to Travellers, the school will ensure that:

1. Travelling children are successfully integrated into the school.
2. Travellers cultures' are affirmed to share and broaden experiences for all pupils.

Pupils

St. Michael in the Hamlet Primary believes all pupils should be safe and feel valued for themselves, whatever characteristics they may have. Bullying and harassment of pupils, staff, parents, visitor by pupils on the basis of the identity (including a perceived characteristic, and by association with a protected characteristic) is unacceptable. Incidents will be logged, investigate and

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appropriate actions taken to prevent future incidents and to support the victim as outlined in the School's Antibullying Policy.

Staff, Visitors and Governors

The L.A. and St. Michael in the Hamlet Primary 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.

Parents and Carers

The L.A. and St. Michael in the Hamlet Primary view any form of discrimination undertaken by adults as serious acts of misconduct. Any such breaches could result in action being taken and possible police involvement.

Response to Discrimination and Complaints

St. Michael in the Hamlet Primary takes all complaints and all forms of discrimination by any person within the school seriously and it will always be made clear to offending individuals that such behaviour is unacceptable. The school procedure for dealing with complaints will apply and a careful note of such incidents should be made. This procedure will be made accessible through the Head teacher or Chair of Governors.

This policy will be reviewed annually and its implementation and effectiveness will be assessed, with recommendations for improvement being made to the governors, as necessary.

Reviewed: Autumn 2022

Next Review: Autumn 2023

