Dale Community Primary and Stonehill Nursery Federation

Equality and Diversity Policy

Head Teacher: **Louise Foster**

Chair of Governors: **Anthony Adams**

Policy Approved by: **Governors Behaviour and Safety Committee**

Policy reviewed by:	Governors Behaviour and Safety Committee	Date: 21 June 2016
Policy reviewed by:	Governors Behaviour and Safety Committee	Date: 8 May 2018
Policy reviewed by:	Governors Behaviour and Safety Committee	Date:
Policy reviewed by:	Governors Behaviour and Safety Committee	Date:

EQUALITY AND DIVERSITY

Our Vision and Aims for Equality and Diversity

At Dale Primary and Stonehill Nursery Federation 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 potential.

We aim to:

- Maintain and promote a working partnership between the school, parents and community which fosters respect, honesty, truth, cooperation 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
- To ensure that everyone, whatever their needs and capabilities, is included and catered for
- To value each individual and recognise and respond to the needs of all the children.

Defining Equality and Diversity

Equality

Equality is about fairness and equality of opportunity and advancing equality and 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 and all support staff (classroom and non-classroom based) 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 eight of the protected characteristics (excluding marriage and civil partnership) to:

- Eliminate unlawful discrimination and harassment
- Advance equality of opportunity
- 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 needs 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 friendly culture helps to create a more productive school community.

Purpose and Scope of the Policy
This policy sets out our school's commitment to promoting equality and diversity.

We believe that it is our responsibility to promote equality and diversity wider than the nine characteristics (areas) covered by legislation. We work to remove barriers and we will not unfairly discriminate on any grounds.

We do this by:

- Making appropriate changes to teaching resources
- Accessing services and support for our pupils, e.g. Ethnic Minority and Traveller Advisory Service, EAL Support
- Supporting children's emotional needs through the Dale Approach (programmes that follow the principles of Thrive)
- Providing 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
- Monitoring and reviewing of this policy will take place tri-annually and will be made accessible through the school website or will be made available in an alternative format as requested.

This policy applies to:

- School Governors
- Staff
- Parents / carers
- Pupils (as appropriate)
- Visitors to the school
- Multiagency Professionals
- Contractors.

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

To promote understanding of this responsibility will:

- Ensure all Stakeholders are made fully aware of our Equality and Diversity Policy and how it affects their work
- Ensure pupils and visitors to our school are clear about the expectations relating to our commitment to promoting equality and diversity
- Provide training / development and updates as appropriate
- Review our equality objectives and actions to ensure all relevant activity remains relevant and meets the identified needs 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.

Breaches of Policy
Dale Primary and Stonehill Nursery Federation views any form of discrimination as a serious act of misconduct. Any allegation 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.

Monitoring and review
Dale Primary and Stonehill Nursery Federation have a duty to publish information about the diversity of our school community and the work we are doing to promote this. This policy can be found on our Websites http://dale.derby.sch.uk and http://stonehillnurseryderby.com

Bullying and Diversity incidents
Pupils
We believe all pupils should be safe and feel valued for themselves, whatever characteristics they may have. Bullying and harassment of pupils, staff, parents, visitors by pupils on the basis of their identity (including a perceived character and by association with a protected characteristic) is unacceptable. Incidents will be logged, investigated and appropriate actions taken to prevent future incidents and to support the victim as outlined in the school's Anti-Bullying Policy.

Staff and Governors
We 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.

Diversity Complaints
Our school takes seriously all complaints; where a complaint is related to equality / diversity issues, the school procedure for dealing with complaints will apply. This procedure will be made accessible through the school website or will be made available in an alternative format as requested. Complaints should be made to the Head Teacher or the Chair of Governors.

Anthony Adams
Chair of Governors