



# **Equality and Diversity Policy**

*‘You have filled my heart with greater Joy’*

*Psalms 4:7*

**Headteacher: Jo Trahearn & Shelly Geeson**

**Ratified by: Jo Trahearn**

**Release Date: 16<sup>th</sup> Nov 2024**

**Review Date: 1<sup>st</sup> October 2028**

**Expiry Date: 16<sup>th</sup> Nov 2028**

## **1. Our Vision and Aims for Equality and Diversity**

***Ashby Church of England Primary School, inspiring everyone to:***

***Achieve their full potential***

***Challenge creative minds***

***Encourage and nurture talents***

***Through our values of Compassion, Endurance, Forgiveness, Friendship, Trust and Wisdom***

At Ashby C of E Primary School we will 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, 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.
- 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 children.

## **2. Defining Equality and Diversity**

### **2.1 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/ students, 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 eight protected characteristics (excluding marriage and civil partnership) to:-

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

## **2.2 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 respect our differences. Promoting diversity and a diversity friendly culture helps to create a more productive school community.

## **3. Purpose and Scope of the Policy**

This policy sets out Ashby Church of England'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.
- Supporting children's emotional needs through liaison with external agencies, one to one provision, small group work and working in partnership with parents.
- 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 annually and will be made accessible through the school website or will be made available in an alternative format as requested.

The policy applies to:

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

## **4. 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:

Equality and Diversity May 2016

- 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 detailed in this policy.

To do this we collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment and tracking of progress
- Exclusions
- Prejudice related incidents
- Behaviour logs
- Attendance at clubs and involvement in school life

Our objectives detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

- **Currently our equality objectives are:**

**Equality objective 1: To reduce the % of persistent absence for our most vulnerable pupils (these include Pupil Premium, SEND and any other pupils we deem as vulnerable)**

#### **Why we have chosen this objective:**

This group of children have, for the past 4 years had a higher than national rate of persistent absence ( below 90%) than the non-group. This group of learners generally have low attainment and often lower rates of progress.

#### **To achieve this objective we plan to:**

- Employ the services of an Educational Welfare officer to work with specific families to help them understand the implications of non-attendance on their child's attainment and progress.
- EWO will liaise with office staff and headteacher on a monthly basis to highlight those families in need. Headteacher to also offer support and guidance in raising attendance.

#### Progress we are making towards achieving this objective:

- **Equality objective 2:** Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements

#### Why we have chosen this objective:

The Governing Body has recently undergone a significant change with 4 new members in early 2017. This is a good opportunity to ensure that all staff involved in recruitment have a clear understanding of their statutory duty.

#### To achieve this objective we plan to:

- Book staff onto relevant training
- Ensure that all Governors are

#### Progress we are making towards achieving this objective:

- **Equality objective3 :** To raise the attainment of boys across Key Stage 2 in writing

#### Why we have chosen this objective:

Data analysis shows that's there is a difference in attainment in boys writing at the secure level, not greater depth across KS2. There is currently no difference in year 3, an 8% difference in year 4, 30% difference in year 5, 24%in year 6 (as at September 2017).

#### To achieve this objective we plan to:

- Carefully track those boys who are not yet at age related.
- Provide appropriate support for those children who are SEND or Pupil Premium
- Class teachers to contact parents if their child's attainment or progress is causing concern

#### **4.1 Breaches of Policy**

Ashby C of E Primary School 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.

#### **5. Monitoring and review**

Ashby C of E Primary School has specific duties under the Equality Act (2010) to publish information about the diversity of our school community and the work we are doing to promote equality. This information can be found on our School Website <http://www.ashbyce.leics.sch.uk/>

We will review this information annually.

#### **6. Bullying and Diversity incidents**

##### **6.1 Pupils**

Ashby C of E Primary School believes 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 characteristic, 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.

##### **6.2 Staff and Governors**

Ashby C of Primary School 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.

#### **7. Diversity Complaints**

Ashby C of E Primary 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 Governor.