

DRAYTON GREEN PRIMARY SCHOOL



# Equality information and objectives

Approved by:	Governing body
Last reviewed on:	July 2023
Next review due by:	July 2027

## Equality Statement

At Drayton green Primary school we hope to provide a happy, safe, welcoming and creative environment in which people from all cultures and backgrounds are valued. We are committed to ensuring equality of opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We are determined to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life.

We tackle discrimination through the positive promotion and advancement of equality of opportunity, challenging bullying and stereotypes and by creating an environment which champions respect for all. We believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

## Equality and Diversity Policy

Equality is about fairness and equality of opportunity: 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/carers and school governors.

### Diversity

Diversity is about valuing people as individuals and learning from and about our differences. Our differences can be visible and non-visible. By promoting diversity, we can meet different needs creatively to ensure opportunities are available to all and potential is fulfilled. We are able to meet our school's aims and objectives more efficiently by promoting a diverse school culture.

Culture is about the way we behave towards one another – school governors, all employees in the school, parents/carers, pupils: the whole school community. It is about how we treat one another and respect our differences. Promoting a diverse culture helps to create a more productive school community.

### The Equality Act 2010

Relating to the Equality Act, 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.

We ensure that we have due regard to:

- eliminating unlawful discrimination and harassment
- advancing equality of opportunity
- fostering good relations between different groups.

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

This policy sets out Drayton Green'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:**

- Encouraging children to talk to their teacher or a member of the support staff
- 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 this policy and reporting annually on progress in the information we publish to evidence how we are meeting the requirement of the public sector equality duty.
- Reviewing our equality objectives every two years.
- Undertaking other activities and measures as outlined in this policy document, our published information and other relevant documents.

### **The policy applies to:**

- School governors
- Staff
- Parents/Carers
- Pupils (as appropriate)
- Contractors
- Visitors to the school

## **Roles and Responsibilities**

Our Governing Body will ensure that School complies with statutory requirements in respect of this policy and action plan. The Headteacher is responsible for the implementation and coordination of this policy and will ensure that staff are aware of their responsibilities; that they are given necessary training and support and report progress to the Governing Body. Our staff will promote an inclusive and collaborative ethos, challenge inappropriate language and behaviour, respond appropriately to incidents of discrimination and harassment, ensure appropriate support for children with additional needs and maintain a good level of awareness of equality issues. All members of the school community have a responsibility to treat each other with respect, to feel valued, and to speak out if they witness or are subject to any inappropriate language or behaviour. We will take steps to ensure all visitors to school adhere to our commitment to equality.

## **Equality Objectives**

- To continue to develop all children as active learners who take responsibility for their own achievement and development
- To ensure all children make excellent progress from their relative starting points

### **Breaches of Policy**

Drayton Green 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 Governor Complaints Committee. This may lead to disciplinary or other appropriate action being taken.

### **Monitoring and review**

Drayton Green Primary School has specific duties under the Equality Act to publish information about the diversity of our school community and the work we are doing to promote equality. This policy can be found on our school website and will be reviewed annually.

Bullying and Diversity incidents

### **Pupils**

All pupils should be safe and feel valued as individuals, whatever characteristics they may have. Bullying and harassment of pupils, staff, parents, visitors and/or contractors 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 anti-bullying policy.

### **Staff and Governors**

The Local Authority and the 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.

### **Diversity Complaints**

Drayton Green Primary School takes seriously all complaints. Where a complaint is related to equality/diversity issues, the school procedure for dealing with complaints will apply. Complaints should be made to the Chair of Governors or a Vice Chair. Contact details are available from the school office