



Rangeworthy  
Church of England Primary School  
"LET YOUR LIGHT SHINE"



# **Rangeworthy CE Primary School**

## **Equality, Diversity & Inclusion Policy**

Date policy last reviewed:	May 2019
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Signed (Chair)	Name: H. Fussell M. Bath	Date:	28 <sup>th</sup> March 2023
Signed (Head)	Name: S. Warnock	Date:	28 <sup>th</sup> March 2023
Ratified: Full Governing Board		Next Review: March 2024	

## **1. Introduction**

Rangeworthy CE VC Primary School is committed to equality and valuing diversity and actively supports practices that promote genuine equality of opportunity and inclusivity for all staff and pupils.

The school is committed to promoting a positive and diverse culture in which all staff and pupils are valued and supported to fulfil their potential irrespective of any protected characteristic.

The school recognises its obligations under the Equality Act 2010 and are committed to promoting the equality and diversity of all those we work with, especially our employees, pupils and visitors. We oppose all forms of unlawful and unfair discrimination, bullying and harassment and will make every effort to comply with the requirements of the Equality Act 2010 and its subsequent provisions.

The following groups of pupils have been identified as key recipients in terms of the implementation of this policy:

- Looked After Children or Children in Need
- Pupils with SEND
- Pupils at risk of exclusion
- Pupils from an ethnic group, including those from Gypsy, Roma, Traveller background
- Children missing in education
- Pupils with medical conditions affecting attendance at school
- School age / teenage parents
- Young carers
- Pupils within, or at risk of joining, the criminal justice system
- Pupils with mental health issues
- Pupils in receipt of free school meals
- Pupils living in areas of deprivation
- Pupils who are gender questioning or going through transition
- Pupils who are Lesbian, Gay or Bisexual

This policy and all associated procedures apply to all staff (including volunteers and pupils on placement), young people and visitors at our school and should be read in conjunction with other school policies.

Failure to comply with these policies and procedures may result in disciplinary action. Discriminatory treatment, bullying or harassment of staff or pupils by visitors will also not be tolerated.

## **2. Compliance**

This policy has been developed in response to the Equality Act 2010 and replaces previous policies relating to race, gender and disability equality. It has been designed to help the school meet the public sector equality duty to:

Eliminate unlawful discrimination, harassment, victimisation and other prohibited conduct.

Advance equality of opportunity between those who have a protected characteristic and those who do not.

Foster good relations between those who share a protected characteristic and those who do not.

The Equality Act 2010 defines nine protected characteristics. Each of the following are potentially applicable to each school community (pupils, staff and volunteers):

- Age (as an employer but not applicable to pupils)
- Disability
- Sex
- Gender reassignment

- Race
- Pregnancy and maternity
- Religion or belief
- Sexual orientation

Staff and governors will:

- Actively promote equality of opportunity in all areas of school life.
- Ensure that members of our school community know their rights, and respect the rights of others.
- Aim to ensure that prejudice or discrimination in all its forms is actively rejected, challenge inappropriate behaviour and model behaviours that are inclusive.
- Raise awareness of equality issues for all members of our school community, and through our links with the local community.
- Establish strategies to ensure equal access to the curriculum and enable each individual to fulfil his/her potential regardless of ability, gender, race, disability, religion or sexual orientation.

Equality and diversity principles based on the above aims will be embedded in our daily practices, policies and the processes of decision-making, including:

- Admissions, induction and attendance
- Pupils' progress and achievement
- Pupils' personal development and wellbeing, particularly in relation to safeguarding
- Parental involvement
- Working with the wider community
- Behaviour management
- Staff management, recruitment and professional development
- Curriculum access and participation
- Teaching styles and strategies

### **3. Publication of Information and Equality Objectives**

The school acknowledges its legal duties to publish information on compliance with the three strands of the public sector equality duty and, in addition, to publish specific and measurable equality objectives.

The school will work across its community to analyse data and existing practices to set out the actions taken in compliance of the equality duty and to inform the setting of relevant equality objectives to support the development of our school and its community.

The information on the equality duty will be updated annually and the objectives every 4 years.

Our equality objectives are:

1. To develop wider cultural awareness and celebrate diversity through a rich range of experience, both in and beyond school
2. To identify and challenge all stereotypes and discrimination through the curriculum
3. To accelerate progress and narrow the attainment gap for those receiving pupil premium funding in all year groups through high expectations and improving quality first teaching

The school will regularly review the steps being taken and the progress made towards the achievement of these objectives and, in line with the specific duties of the PSED.

### **4. Roles and responsibilities**

The governing body has overall responsibility for this policy and for ensuring compliance. The designated member of staff with overall responsibility for all equality and diversity matters at this school is the Headteacher.

It is the responsibility of all staff to:

- Treat colleagues, young people and visitors with dignity and respect; and avoid behaving in any manner that may give rise to claims of discrimination, harassment or victimisation

- Support and participate in any measures introduced to promote equality and diversity
- Actively challenge discrimination and disadvantage in accordance with their responsibilities
- Report any issues associated with equality and diversity in accordance with this Policy

## **5. Duty to make reasonable adjustments**

The school will actively seek to make reasonable adjustments, where there is a need to ensure that a disabled person has the same access to everything as a non-disabled person, as far as is reasonable. We will take positive and proactive steps to remove, reduce or prevent the obstacles faced by a disabled individual, as far as is reasonable.

The duty to make reasonable adjustments covers all aspects of school life, including the curriculum, classroom organisation and timetabling, access to facilities, clubs and visits, sports and policies.

In making reasonable adjustments, the school is required to provide auxiliary aids and services for disabled pupils. Staff will carefully consider any proposals made by parents and will not unreasonably refuse any requests for such aids and services.

The school will monitor the physical features of the schools' premises to consider whether disabled users of the premises are placed at a substantial disadvantage compared to other users. Where possible and proportionate, the school will take steps to improve access for disabled users of the premises. Please see the Accessibility Plan for further information, which can be found on the school's website.

Parents should notify the Headteacher in writing if they are aware or suspect that their child has a disability and provide copies of all written reports and other relevant information about their child's disability upon request. Providing such information will enable the school to support the pupil as much as possible. Confidential information of this kind will only be communicated on a "need to know" basis. Every school will have due regard to any request made by a parent or pupil (who has sufficient understanding of the nature and effect of the request) to treat the nature or existence of the person's disability as confidential.

## **6. Uniform policy**

Our uniform policy is consistent with this policy. The same uniform policy applies equally to all pupils, irrespective of their gender, gender reassignment, race, disability, sexual orientation, religion or belief or special educational needs, subject to considerations of safety and welfare. However, our school will consider reasonable requests to alter the uniform, for example for genuine religious requirements and in making reasonable adjustments for disabled children to avoid substantial disadvantage.

Certain items of jewellery, such as the Kara bangle, and certain items of headwear, such as the turban and headscarves may be worn by pupils when doing so is genuinely based on manifesting religious or racial beliefs or identity. Where there is uncertainty as to whether an item may be worn under this section, the issue must be referred to the Headteacher, whose decision will be final, subject to the complaints procedure.

## **7. Admissions policy**

Admissions criteria are defined under our Admissions Policy and are applied consistently to every young person, irrespective of any protected characteristic.

## **8. Religious Beliefs**

Rangeworthy Primary School respects the religious beliefs and practice of all staff, pupils and parents, and we will comply with reasonable requests relating to religious observance and practice wherever possible. An example where a request may be refused is if the religious observance takes place during lesson time. Whilst the school will explore other ways to accommodate the request, such as amended timetabling, this may not always be possible.

## **9. Curriculum delivery**

The curriculum is crucial to tackling inequalities for pupils including gender stereotyping, preventing bullying and raising attainment for certain groups. The principles of equality and diversity are embedded in our academic and PSHE curriculum (SCARF). Positive and proactive steps will be taken to prevent discrimination against, or victimisation of, any pupil in the provision of education or access to any benefit, facility or service including educational trips, work experience and leisure activities.

The school recognises and promotes awareness of the possibility of bias (for example gender or racial), and works to eliminate such bias in both teaching and learning materials and teaching styles. Materials are carefully selected for all areas of the curriculum to avoid stereotypes and bias.

The school may take positive action to give pupils of a particular racial group, or pupils with a disability or special educational needs, access to additional education or training to meet the needs of the pupils in that group, for example, special language training for groups whose first language is not English.

All pupils are encouraged to work and play freely with, and have respect for, all other pupils, irrespective of any protected characteristics, subject to considerations of safety and welfare. Positive attitudes are fostered towards all groups in society through the curriculum and ethos of the school, and pupils are encouraged to question assumptions and stereotypes.

## **10. Suspensions and Exclusions policy**

The decision to suspend a child for a fixed period or permanently exclude is a last resort and will be made in accordance with the Positive Behaviour Policy. That policy applies to all pupils and any exclusion decision will take into account our duties under the Equality Act 2010.

## **11. Gender Identity**

The school is mindful of its responsibilities under the Equality Act 2010 towards pupils identifying as transgender and non-binary. We have one toilet/changing room which is a gender neutral space for pupils who wish to use it. In respect of pupils identifying as trans-gender or non-binary, our school will be sensitive to their individual needs whilst also recognising the needs and sensitivities of other pupils.

## **12. Recruitment and selection**

All employees, whether part-time, full-time, temporary or permanent will be treated fairly and equally. We will avoid unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy. Selections will be made on the basis of aptitude, ability and/or merit, where appropriate.

Where appropriate, the school will endeavour to make all reasonable and effective adjustments during the recruitment and selection process. Where recruitment and selection is carried out by a third party, we will take all reasonable steps to ensure they adhere to the principles of this policy.

## **13. Reporting and recording incidents of discrimination and harassment**

All incidents of discriminatory treatment, bullying and harassment must be reported to senior staff and recorded as soon as is reasonably possible (and in any event within 24 hours of the incident). All bullying-related incidents (confirmed or otherwise), will be addressed in accordance with our Positive Behaviour Policy and Anti-bullying Policy.

## **14. Complaints and grievances**

If an individual believes that they have been discriminated against, harassed or victimised, they are asked to follow our Complaints Procedure or Staff Grievance Procedure (as appropriate).

## **15. Implementation, monitoring, evaluation and review**

The designated senior member of staff with overall responsibility for the implementation, monitoring and evaluation of this 'Equality, Diversity and Inclusion Policy' in our school is the Headteacher.

Additional support would also be provided to any parent or significant person, wishing to know more about the policy and procedures outlined above. A copy of this policy document is posted on our website.

The Equality, Diversity and Inclusion Policy will be reviewed on a three-year cycle by a representative working party consisting of the following stakeholders:

- Pupils
- Parents
- Staff
- Governors
- Community representatives

The effectiveness of this policy will be assessed using a self-evaluation framework and an assessment of progress against targets identified will be carried out.

Following this evaluation, recommendations will be made for changes to the policy and action planning for the future to continue to improve the culture of equality, diversity and inclusion for all within the school