

St Michael's Easthampstead Primary School Equality and Diversity Plan

Learning to love; love to learn

Through Christian Faith, partnership with home and community, and our core values of Wisdom, Faith, Honesty, Trust and Courage, we are committed to helping every child achieve their full potential.

We are completely devoted to providing our children with a curriculum that inspires and motivates them. We aim to ensure that learning experiences are challenging for all in order to develop resilience as well as knowledge. In addition, we put a strong emphasis on an unerring positive ethos and an expectation of staff and all children living out the values of the school through their everyday behaviours and actions.

1. Single Equality Plan

The Equality Act 2010's Public Sector Equality Duty came into force in April 2011 and has four aims under the general duty for Schools. To have due regard of the need to:

Treat everyone fairly; celebrate and meet different needs so that all members of our school community are free to live, learn and achieve their potential.

Our core values are:

- 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. Purpose and Scope of the Policy

This policy sets out the 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 Local Authority Services e.g. Ethnic Minority and Travellers Advisory Service, EAL support etc
- Supporting children's emotional needs through play therapy and drawing and talking therapy.

3a. Definitions

Equality is about fairness and providing different opportunities. Some people may need extra help or adjustments to be included as part of the school community; this includes teachers, and other members of staff employed at the school as well as pupils/students, parents and school governors

Every person has the right to think and believe what they want and also to practise their religion whilst respecting the rights of others.

Our school has considered how well we currently achieve these aims with regard to the protected equality and diversity groups. Using the information we have gathered we have decided upon our equality objectives. Our plan to meet these objectives will be monitored annually.

In compiling this equality information we have:

- Reviewed the schools equality data, policies and practice and identified gaps
- Examined how our school engages with the protected groups, identifying where practice could be improved.

3b. 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 difference 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 regardless of religion or sexual orientation. Promoting diversity and a diversity friendly culture helps to create a more productive school community.

4. Breaches of Policy

The 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 Headteacher or where appropriate, the governing body. This may lead to disciplinary or other appropriate action being taken.

5. Bullying and Diversity incidents

5.1 Pupils

The 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.

5.2 Staff and Governors

The School views 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.

6. Equality and Diversity Complaints

The 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 Headteacher or the Chair of Governors.

7. Monitoring and review

St Michael's Easthampstead 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.

We will review this information annually.