

## Diversity and Inclusion Policy

### Aims and Values

Discrimination in any form will not be tolerated at our School. We seek actively to promote equality and inclusion by:

- Recognising that we all have a role to play in combating discrimination, both as individuals and in partnership with each other, in all areas, including race, gender, religion, age or disability.
- Valuing, understanding and celebrating each other's individuality and diversity.
- Promoting equality of opportunity for pupils and staff.
- Applying fair and consistent recruitment criteria that offer equal opportunities for all applicants.
- Identifying and providing opportunities for the professional development of all staff.
- Monitoring progress and attainment of all pupil groups, including the optional and end of Key Stage SATs.
- Setting and promoting high expectations for all pupils in their behaviour and conduct around the school.
- Monitoring the Curriculum to ensure it reflects the cultural backgrounds of pupils across each Key Stage as far as is practicable.
- Preparing children for a life in a culturally diverse and inclusive society.
- Encouraging parents from all ethnic and cultural backgrounds to come into School to share aspects of their culture and beliefs.
- Working positively with the PTA to seek ways to involve parents from all ethnic and cultural backgrounds in school events.
- Creating a School in which every person, irrespective of ethnicity, nationality, language or religion feels valued and welcome.
- Aiming to eliminate all forms of unlawful discrimination including gender, racism, ageism, religious bias, disability, LGBT or economic background. (Please note that this list is not final nor exhaustive because we as a school will constantly review, adapt and widen our policy and efforts to ensure everyone feels valued and included)

### Leadership and Management

Our School is committed to:

- Tackling discrimination actively, and promoting equal opportunities across all areas including racial equality.
- Encouraging, supporting and helping all pupils and staff to reach their potential.
- Working with parents and guardians, and with the wider community, to tackle discrimination, and to follow and promote good practice.
- Making sure the Diversity and Inclusion Policy and its procedures are followed.

### The Governors are responsible for:

- Making sure the School complies with Race Relations legislation and other anti-discriminatory legislations.
- Ensuring compliance with the school's Diversity and Inclusion Policy and its associated procedures.

### The Head Teacher is responsible for:

- Making sure the Diversity and Inclusion Policy is readily available and that the Governors, Staff, pupils and their parents and guardians know about it.
- Making sure the Diversity and Inclusion Policy and its procedures are followed.
- Making sure all Staff know their responsibilities and receive training and support in carrying these out.
- Taking appropriate action in cases of racial harassment and racial discrimination.

### All Staff are responsible for:

- Dealing with racist incidents, or other forms of discrimination, and being able to recognise and tackle bias and stereotyping.
- Promoting equal opportunities and positive relations, and not discriminate on racial, religious, gender or other grounds.
- Keeping up to date with the law on discrimination and taking up training and learning opportunities.

### The Co-ordinator is responsible for:

- Producing information for Staff about the Policy and how it is working.
- Co-ordinating equality work in conjunction with the Head Teacher and a School Governor.
- Dealing with reported incidents of racism or other forms of discrimination in conjunction with the Head Teacher.
- Providing a yearly audit of the Diversity and Inclusion Policy to the Governors.

Visitors and Supply Teachers will be made aware of the school's Diversity and Inclusion Policy.

We incorporate Race Equality targets into relevant plans by:

- Building Race Equality questions into Policy development and planning sessions.
- Assessing the impact of the Policy through consultation with parents, Staff, pupils and Governors.

### **Ethnic Monitoring**

Ethnic monitoring includes admission and attainment monitoring by racial groups. This data is used to inform planning and decision making. We set individual targets for improvement in the area of pupil attainment.

*Please note: Most of the ethnic minority pupils remain in School for less than 18mths.*

### **Assessing and Reviewing Policies**

We will review, monitor and assess all policies for their effectiveness in eliminating racial or other forms of discrimination. We use the results of reviews and assessments to inform planning and decision making. Our practices for monitoring and the results of assessments are available to pupils, parents, Staff and Governors in a variety of ways:

- Governors receive reports through Committees.
- Staff receive information disseminated at team and Staff Meetings.
- Pupils receive information from the School Council.
- Parents receive information in newsletters.
- Information will not identify individuals.

### **Implementing the Policy**

The Policy will be monitored and evaluated annually for its effectiveness by the Co-ordinator, Head Teacher and named Governor. A yearly report will be submitted to the Governors. Due to the School's high turnover of pupils, the Policy will be reviewed annually in the Autumn term. Any issues highlighted will be logged within the Schools 'Incident File'/CPOMS.

### **Training and Development**

Training and support for Staff and Governors will be identified at School level on an annual basis and training will be addressed through LEA courses.

### **Availability of the Policy**

The Policy is available to Staff, parents and Governors. A central copy is held in the staffroom, and an electronic copy in the admin office, with all Staff having their own copy in their Policies Folder. When required, all attempts will be made to make the Policy accessible in specially required formats, e.g. translated into particular languages, Braille editions, etc.

### **Breaches of the Policy:**

#### **Pupils**

If pupils do not comply with the Diversity and Inclusion Policy:

- The School will complete a 'Discrimination Incident Log Sheet' for any incident that occurs, whether for pupils or Staff, and submit it to the Governors and, if appropriate, to other agencies.
- The incident could relate to race, gender, religion, language or other forms of discrimination.
- The Head Teacher or member of the Senior Management Team will speak with the pupil about his/her behaviour and attitude and outline the expectations for all pupils and Staff at the School.
- Appropriate sanctions will be laid out in line with the Behaviour and Discipline Policy.
- The parents of the pupil may be informed about the pupil's behaviour or attitude.
- If necessary, a meeting will be held between the parents, pupil and Head Teacher to discuss the incident and any further action required.

#### **Staff**

If Staff do not comply with the Diversity and Inclusion Policy:

- The Head Teacher will counsel the Staff member and set out clear expectations for improvement.
- Staff may be required to attend appropriate training.
- Targets may be set for improvement, and monitored.
- Should future breaches of the Policy occur, these will be formally recorded and disciplinary action may have to be considered.