

Equality and Diversity

Aims and Values

The Governors and Staff at Cranwell Primary School are committed to providing all pupils with a curriculum which provides equality of opportunity and freedom from discrimination. We are committed to overcoming sexist, racist and classist attitudes with an approach which seeks to raise consciousness and develop positive attitudes.

At Cranwell Primary School, we do not discriminate against anyone, be they staff or pupil, on the grounds of their sex, race, colour, religion, nationality, ethnic or national origins. We promote the principles of fairness and justice for all through the education that we provide in our school. We promote the principles of fairness and justice for all through the education we provide and ensure that all pupils have equal access to the full range of educational opportunities provided by the school. We constantly strive to remove any forms of indirect discrimination that may form barriers to learning. We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve. We challenge stereotyping and prejudice whenever it occurs. We celebrate the cultural diversity of our community and show respect for all minority groups.

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
- Applying fair and consistent recruitment criteria that offer equal opportunities for all applicants.
- Identifying and providing opportunities for the professional development of all staff.
- 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.
- 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)

GENDER EQUALITY

We are committed to ensuring equal treatment of all our employed, pupils and visitors, regardless of gender, will be treated less favourably in any procedures, practices and aspects of school life. Staff at school will challenge gender stereotyping and promote positive role models.

DISABILITY EQUALITY

We are committed to ensuring equal treatment of all its staff, pupils and visitors, with any form of disability and will ensure that disabled people are not treated less favourably in any procedures, practices and aspects of school life. The Disability Equality in Education (DEE) recommends that all pupils with SEN and those with long term medical needs be treated as disabled for the purposes of the Act and for equality. This is in addition to all pupils with long term impairments, which have a significant impact on their day-to-day activities. Every pupil, regardless of ability/disability, is expected and encouraged to reach their potential by staff in school. Cranwell Primary School will not tolerate harassment of disabled people with any form of impairment and will also consider pupils who are carers of disabled parents.

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.

The governing body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities. The governing body ensures that no child/ adult are discriminated against whilst in our school on account of their sex, religion or race.

The Head Teacher is responsible for:

- Making sure the Policy is readily available and that the Governors, Staff, pupils and their parents and guardians know about it.
- Making sure the 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.

It is the Head of School's role to ensure that all staff are aware of the school policy on equality and diversity opportunities, and that teachers apply these guidelines fairly in all situations. The Head of School ensures that all appointments panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities

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 class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child. When selecting classroom material, teachers' pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.

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.

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.

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. The Policy will be reviewed annually.

Training and Development

Training and support for Staff and Governors will be identified at School level on an annual basis.

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:

Bullying and harassment on account of race, gender, disability or sexual orientation are unacceptable and are not tolerated within the school environment. All parents of new pupils receive a summary of the schools behaviour expectations and anti-bullying policy as part of the inductions process. All staff are expected to deal with any discriminatory incidents that may occur, they are expected to know how to identify and challenge

prejudice and stereotyping; and to support the full range of diverse needs according to the pupil's individual circumstances.

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/ Governors will be informed and a written record kept. The incident will be reported to the Safeguarding team/ Local Authority Designated Officer.
- All incidents are discussed with the Governor who takes a lead on safeguarding. Incidents are monitored to ensure they are dealt with effectively.
- 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.