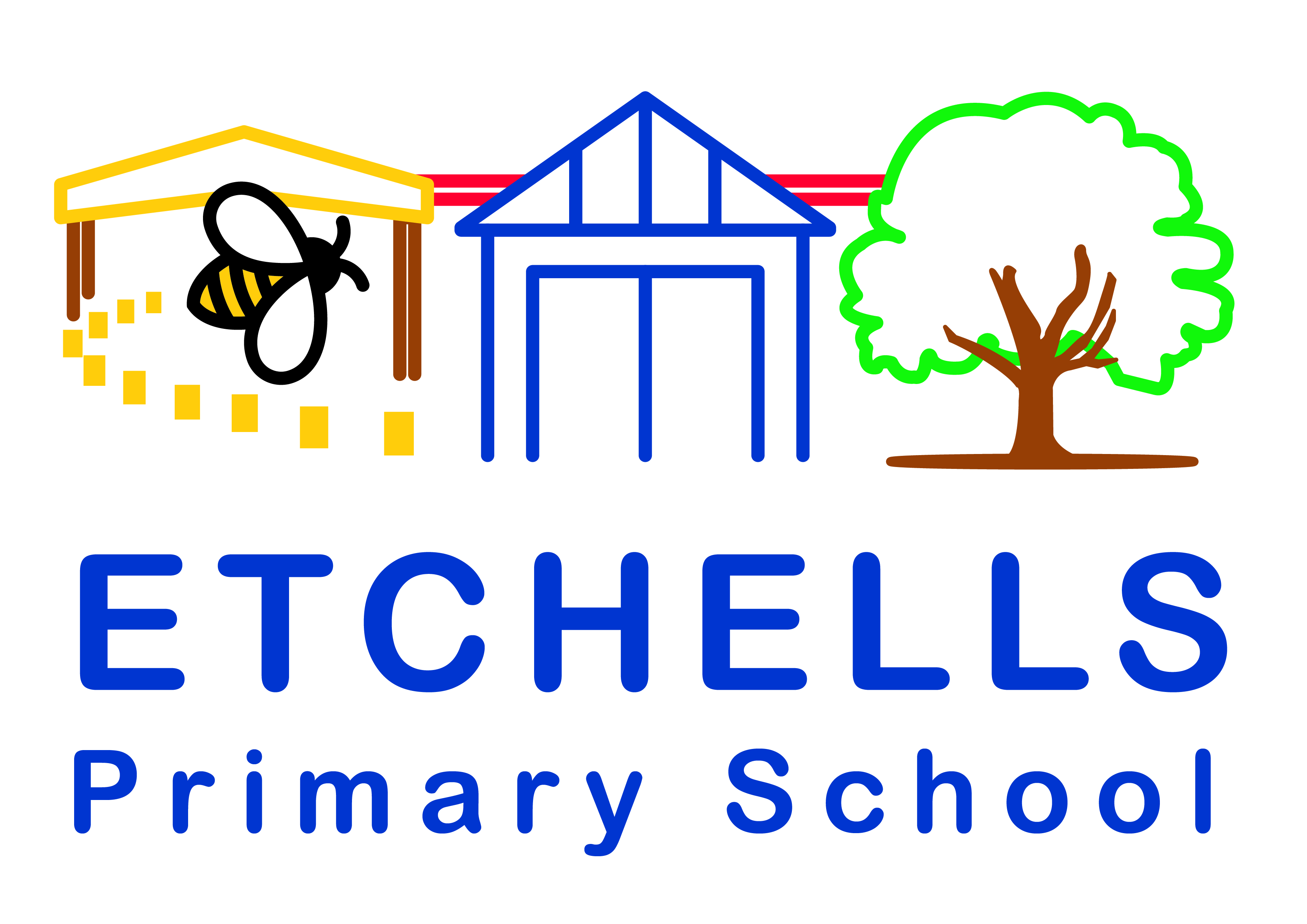
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**EQUALITY & DIVERSITY**

**POLICY**

**April 2023**

**Policy History**

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| --- | --- | --- | --- |
| **Date** | **Version** | **Update** | **Prepared by** |
| Sept 2021 | 2.0 | Policy Update ready for gov approval | P. Cope |
| April 2023 | 3.0 | Policy Update in consolation with LA, EDS and Headteacher | P.Cope/C.Beddows |
|  |  |  |  |

**CONTEXT**

The legal framework for this policy is: The Equality Act 2010. This replaces the previous legislation Race Relations Act / Disability Discrimination Act /Sex Discrimination Act. The protected characteristics are vital to the ethos of the school and promotes a diverse and equal school community. These protected characteristics are age, religion, sex, race, pregnancy and maternity, marital status, sexual orientation and gender reassignment. All members of the school community are aware of the importance of the protected characteristics and the impact that they have in promoting equality and diversity.

**AIMS AND VALUES**

* Eliminate Discrimination
* Advance Equality of Opportunity
* Foster good relations
* Promote tolerance and acceptance for all
* Foster a community based on respect

Etchells Primary School is a welcoming school where everyone is valued and where tolerance, honesty, co-operation and mutual respect for others are fostered. We are committed to the development of the whole person within a supportive, secure and creative environment. A broad, balanced and appropriate curriculum provides equal opportunity for all pupils to maximise their potential regardless of age, sex, race, religion or disability. We endeavour to promote positive relationships with parents, governors and members of the wider community. We aim to:

* provide a secure environment in which all our children can flourish and achieve all five outcomes of Every Child Matters (be healthy, stay safe, enjoy and achieve, make a positive contribution, and enjoy economic well-being)
* ensure that we take into account diversity when planning and delivering lessons-promoting equality throughout the curriculum
* provide a learning environment and inclusive curriculum where all individuals see themselves reflected and feel a sense of belonging
* prepare children for life in modern Britain and the diverse society in which they live
* include and value the contribution of all families in our understanding of equality and diversity
* provide positive non-stereotyping information about different groups of people, in accordance to the nine protected characteristics from the Equality Act (2010)
* reflect and adapt systematically to improve our understanding of diversity and inclusion
* actively challenge discrimination and disadvantage
* make inclusion a thread which runs through all our activities and curriculum

To achieve these aims we:

* Involve stakeholders in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies and procedures
* collect and analyse data to inform future planning to ensure the needs of all pupils are met
* have high expectations of positive relationships which demonstrates respect to others in line with the LA’s respect charter.

**LEADERSHIP, MANAGEMENT AND GOVERNANCE**

Etchells Primary School is committed to:

* being proactive in promoting good relationships across all aspects of school life and the wider community
* ensuring equality of opportunities for all
* encouraging, supporting and enabling all pupils and staff to reach their potential and make a positive contribution to school life and the wider community
* working in partnership with families, the local authority (LA) and the wider community to establish and promote inclusive practice which addresses discrimination ensuring that our Equality and Diversity Policy is agreed and followed by Board of Governors

**Board of Governors**

It is the Governing Body’s responsibility to:

* ensure that the school complies with equality legislation
* scrutinise the recording and reporting procedures
* follow the LA’s admissions policy, which is fair and equitable in its treatment of all groups
* monitor attendance and take appropriate action where necessary
* have equal opportunities in staff recruitment and professional development and membership of the Governing Body
* provide information in appropriate, accessible formats
* be involved in dealing with serious breaches of the policy
* review policies in the required time frame.

**Headteacher**

It is the Headteacher’s responsibility to:

* implement the policy and its strategies and procedures
* ensure that all staff receive appropriate and relevant professional development
* actively challenge and take appropriate action in any cases of discriminatory practice
* deal with any reported incidents of harassment or bullying in line with LA guidance
* ensure that all visitors and contractors are aware of, and comply with, the school’s equality and diversity policy in line with the LA’s respect charter.
* report any contraventions to the Board of Governors.

**Staff**

It is the responsibility of all staff to:

* be vigilant in all areas of the school for any type of harassment and bullying
* deal effectively in a restorative and report all incidents
* identify and challenge bias and stereotyping within the curriculum and in the resources promote a positive school culture
* promote equality and good relations and not discriminate on grounds of race, gender, religion, age and sexual orientation
* Promote the protected characteristics and ensure that they are interwoven in all aspects of the curriculum and school life in line with the Equality Act (2010).

**What Etchells does to recognise diversity and inclusion.**

* Recognition and celebration of identity, language, culture and languages
* Bilingual assistants used in school
* Ethnically Diverse Service used for first language assessments.
* Language ambassadors used across school.
* Staff training specific to diversity and equality
* A commitment to demonstrating high quality and inclusive books for all age groups
* A culturally inclusive curriculum
* Appointed designed Governors for EAL, well-being and SEND
* Celebrate and acknowledge different festivals
* Created strong links with the wider community, eg Rabbi visits, Mosque visits.
* Ensure our Christmas and Summer Fairs embrace all cultures and religions, for example non-alcoholic bottle tombola, Asian food stall
* A commitment shown through the school’s development plan.

**BREACHES OF THE POLICY**

All breaches of the policy will be rigorously followed up using the appropriate procedures and reported to the Governing Body and LA as required.