



## **Stockton on the Forest Primary School EQUALITY & DIVERSITY POLICY**

The Governing Body of Stockton-on-the-Forest Primary School are committed to promoting pupils' spiritual, moral, social, and cultural development, with a particular emphasis on promoting equality and diversity and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity. At all times we aim to:

- Eliminate discrimination.
- Foster good relationships.
- Advance equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Gender.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.

### **Policy on Equality and Diversity**

- The Governing Body will maintain an overview of the implementation of the policy on equality and diversity
- That the school management will work in partnership with others to tackle any form of discrimination (race, culture, colour, ethnic origin, religious belief, gender, ability, sexual orientation) and establish, promote and disseminate good practice in ensuring equality of access and provision.
- That the Governing Body and all school staff will aim to encourage, support and enable all pupils and staff to reach their full potential

#### **To put these commitments into practice:**

- A governor will take lead responsibility for ensuring equality
- Specific action plans will form part of the school development plan
- The action plans and policy will be monitored, reviewed and evaluated on a regular basis
- Policies, practice and procedure will be monitored and reviewed
- The lead governor will report to the governing body on the progress of the action plans, policies, procedures and practice in promoting equality and diversity

#### **The School Context**

Stockton-on-the-Forest Primary School is a small village school where the current staff and governors demonstrate little diversity of race and disability. 10% of the children have been identified by their parents/carers as being other than of white

british origin. 2% of children have been identified by their parent/carer as having a disability. However, the school is aware that other children in the school may have a disability although this has not been formally declared by parents/carers.

### **Aims**

As a school we have carefully considered our vision statement.

**Stockton-on-the-Forest Primary School is a friendly, welcoming, village school community where the learning needs of all are met within a stimulating, diverse, productive and happy learning environment. The unique academic, spiritual, social and emotional potential of all is recognised and valued and everyone is supported to embrace and enjoy the challenges, opportunities and achievements that life and learning have to offer. There are many varied opportunities to succeed and analysis of current performance informs future direction and progress. Expectation and standards are high and achievement in all its forms is celebrated.**

**All members of the school community are responsible, tolerant, considerate individuals who contribute effectively and compassionately to the society in which they live.**

Therefore this school:

- Is opposed to all forms of discrimination, which seeks to disadvantage persons on the grounds of race, culture, colour, ethnic origin, religious belief, gender, ability, sexual orientation.
- Aims to prepare our children to be healthy, responsible and considerate members of a diverse and multi-cultural society by developing their awareness, understanding and acceptance of the richness of a global community.
- Will continue to reappraise and develop its organisation and curriculum in order to create an ethos that meets the needs of all its pupils and so provide the best possible environment in which they may achieve their potential culturally, morally, socially, intellectually, emotionally, physically and spiritually.
- Aims to take immediate and positive action against any discriminatory offence. Those responsible will be reminded of the school's opposition to discrimination and sanctions will be applied as judged appropriate according to the circumstances and the desire for a positive outcome.

The school and governing body is aware of the requirement to publicise its equality and diversity policy through a variety of mediums.

### **Responsibilities**

- The governing body and school staff will be proactive in promoting equality and tackling discrimination
- The governing body will maintain an overview of the implementation of the policy and it will be a regular agenda item at governor meetings.
- School staff will work in partnership with others to tackle discrimination and establish, promote and disseminate good practice in ensuring equality for all.
- The governing body and school staff will encourage, support and enable all members of the school community to reach their potential.

**The Governing Body will:**

- Be responsible for ensuring that the school complies with all equality legislation
- Be responsible, under the leadership of the head teacher, for ensuring that the policy and its related procedures and strategies, are implemented
- Elect a named member of the Governing Body to have lead responsibility for equality and diversity.

**The Head Teacher will:**

- Be responsible, along with the Governing Body, for ensuring that the policy and its related procedures and strategies are implemented
- Be responsible for ensuring that staff are aware of their responsibilities under the policy and that they are given appropriate training and support to enable them to fulfil these responsibilities
- Be responsible for taking action against staff or pupils who demonstrate discrimination
- Be responsible for co-ordinating work on equality, in consultation with the named lead governor.
- Be responsible for dealing with and reporting incidents of discrimination including those of a racist, bullying and sexual or homophobic nature.
- Be responsible for ensuring that visitors and contractors are aware of the schools policy on Equality and Diversity.

**All Staff will:**

- Know how to deal with issues of discrimination and how to identify and challenge bias and stereotyping
- Not discriminate.
- Provide equality of opportunity for every child
- Ensure that they are up to date with legislation on discrimination
- Attend appropriate training and information events organised by the school or LA where required.
- Be responsible for ensuring that visitors and contractors are aware of the schools policy on Equality and Diversity.

**Teaching Staff will:**

- Be responsible for ensuring that all pupils are included in all activities and have full access to the curriculum wherever possible
- Be responsible for promoting equality and diversity through their teaching and through their relationships with members from the school and local community.

**Pupils will:**

- Be taught to develop their understanding so that they learn to become more aware, accepting and inclusive of others
- Be encouraged to celebrate diversity
- Be challenged on incidents of discrimination, bias and stereotyping
- Receive support where necessary
- Be taught what constitutes discriminatory behaviour and why

**Visitors and Contractors will:**

- Be required to comply with the school's equality and diversity policy

**Breaches of the Policy**

The following types of incident are examples of discriminatory behaviour and are not exclusive:

- Incitement of others to behave in a discriminatory manner
- Physical assault against a person on the grounds of discrimination.
- Derogatory name calling, insults, jokes and language
- Derogatory graffiti
- Provocative behaviour such as wearing racist badges
- Bringing racist or derogatory materials into school such as comics, magazines, leaflets or software
- Verbal abuse and threats
- Derogatory comments in the course of discussions in lessons
- Attempts to recruit other pupils to organisations or groups who discriminate against others.
- Ridicule of an individual in a discriminatory way.
- Refusal to work with or cooperate with others due to discrimination.

Children's genuine misconceptions will be corrected within the context of the school or classroom as deemed appropriate.

Staff dealing with incidents of discrimination will:

- Aim to clarify the nature of the incident
- Listen carefully to all parties on an individual basis to ascertain a true picture of events
- Avoid taking sides
- Discuss the incident with the perpetrator and establish the understanding of why their behaviour was unacceptable
- Try to identify where the misconception may have come from
- Attempt to establish reconciliation between the parties
- Depending on the seriousness and frequency of the incident(s) notify parents of the event and action taken – in line with the school's behaviour management system
- Establish an appropriate course of action to prevent the incident from occurring again eg education, sanction.

In extreme circumstances the governing body will consider what disciplinary action should be taken if pupils, parents, staff, governors or others do not comply with the policy.

**Policy Planning and Review**

Issues of equality will be considered in all policy planning, development and review processes. Policies will be cross referenced with the school's policy on equality and diversity where appropriate.

**Monitoring**

The school uses data to monitor the attainment and progress of pupils. Where a disparity arises in the attainment of any pupil/group of pupils when taken into

consideration against their value added data, targets will be set in an attempt to rectify the situation. Any equality and diversity action plans written as a result of a disparity in pupil progress will be monitored.

The head teacher will maintain a log of discriminatory and derogatory incidents. The log will be used to monitor the frequency and patterns of these incidents.

**How the information will be shared with the school community.**

- Equality and Diversity will be included in the head teachers report to the governing body.
- The LA will be kept informed of policy updates and amendments and any data will be supplied at their request.
- The ethos of the policy will be discussed with children in school. The policy will be made available to parents. The full policy will be available on request.

**Training and Development**

Governors and staff will attend relevant training as permitted by availability in order to best implement the practices outlined in this policy.

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