



## St Chad's CofE Nursery and Infant School

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# Equality and Diversity Policy

**School Leader:** K Leach

**Link Governor:** M Gladwell

**Policy Approved** Signed: P Geary Date: 07.06.17

Policy Reviewed Signed: M Gladwell Date: 17.06.20

Policy Reviewed Signed: M Gladwell Date: 19.06.19

Policy Reviewed Signed: P Geary Date: 06.06.18

Policy Reviewed Signed: Date:



### Equality and Diversity Policy

St Chad's CofE Nursery and Infant school has specific duties under the Equality Act (2010) to publish information about the diversity of the school community and the work school are doing to promote equality. This information can also be found on the School Website.

#### Vision and Aims for Equality and Diversity

**LOVE God LOVE Neighbour LOVE Self** *(Matthew 22:36)*

Our school vision takes inspiration from and is deeply rooted in the Greatest Commandment:

*"Love God with all your heart and with all your soul and with all your mind and love your neighbour as yourself".*

We are an inclusive school and our vision, though distinctively Christian, welcomes and values all faiths and cultures within our diverse school community. Our school's core values of **love, friendship, compassion and respect** sit at the heart of our school community and underpin every aspect of school life.

**Love:** "Do everything with love". *(Corinthians 16:14)*

**Friendship:** "Encourage one another and build each other up". *(Thessalonians 5:11)*

**Compassion:** "Be kind to one another". *(Ephesians 4:32)*

**Respect:** "Treat others as you want to be treated". *(Luke 6:31)*

At St Chad's, we consider the role that we play in our children's education is an immense privilege. During their time in our school, our children will lay many important foundations and achieve many significant milestones that will help carve their future towards becoming happy, well-rounded and successful lifelong learners. We want every child in our care to:

- know that they are loved, special and valued;
- experience life in its fullness and achieve their fullest potential;
- have a high self-regard and positive mental health;
- make excellent educational progress, regardless of their background or starting points;
- show compassion and respect towards themselves, each other and their world.
- be equipped with the necessary skills and character to overcome challenges that they may encounter in life;
- flourish with their unique God-given talents in all that they choose to do.

We support the agenda of improving attainment and progression for all pupils and uphold the belief that a good education is crucial for opening up opportunities and increasing the chance of a successful life.

St Chad's school anticipates their duties in advance to what disabled children may require and what adjustments might need to be made to ensure individual disabled children are not put at a disadvantage.

We support the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

We aim to:

- advance equality of opportunity by ensuring that teaching, learning and the curriculum promotes equality, celebrates diversity and promotes community cohesion by fostering good relations.
- maintain and promote a working partnership between the school, parents and community which values 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.
- to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.
- Identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minorities and with a variety of abilities and to celebrate diversity. Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries.

### Defining Equality and Diversity

#### Equality

Equality is about fairness and equality of opportunity. Some people may need extra help or adjustments to be part of the school community; this includes teachers, administration, cleaning or catering staff employed at the school as well as pupils/ students, parents and school governors.

Relating to the Equality Act (2010) there are nine 'protected characteristics' these are;

- age;
- disability,
- gender reassignment [transgender],
- marriage / civil partnership,
- pregnancy / maternity,
- race
- religion and belief (and having no belief),
- sex (gender)
- sexual orientation.

Under the general duty schools must exercise 'due regard' in respect of each of the protected characteristics to;

- Eliminate unlawful discrimination, victimisation and harassment.
- Advance equality of opportunity.
- Foster good relations between different groups.

#### 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 different 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. We recognise and celebrate diversity within our community whilst promoting community cohesion.

Promoting diversity and a diversity friendly culture helps to create a more productive school community.

#### Purpose and Scope of the Policy

This policy sets St Chad's CE Nursery and Infant 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 Traveller Advisory Service,
- EAL Support and liaising with the Eastern European community
- Supporting children's emotional needs.
- Ensuring that all learners have equal access to a rich, broad, balanced and relevant curriculum.



- Providing a curriculum, which promotes positive understanding of different characteristics, recognises the contribution that individuals and groups with protected characteristics make to society, and challenges stereotyping and discrimination.
- Monitoring and reviewing of this policy will take place annually and will be made accessible through the school website or will be made available in an alternative format as requested.

To promote understanding of this responsibility:

Ensure all staff are made fully aware of our Equality and Diversity Policy and how it affects their work.

Ensure pupils and visitors to our school are clear about the expectations relating to our commitment to promoting equality and diversity.

Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.

Review equality objectives and actions to ensure they meet the identified needs and priorities of our school.

School Governors have responsibility for overseeing, agreeing, monitoring and reviewing of our School's equality objectives, and related activity.

### **Breaches of Policy / Incidents**

St Chad's CE Nursery and Infant 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 Head of School or where appropriate the Governing Body. This may lead to disciplinary or other appropriate action being taken.

We consider it prudent and sensible to maintain the practice of logging racist incidents and reporting them to the local authority. We monitor and log incidents that discriminate against children and young people or adults in our school with protected characteristics.

St Chad's CE Nursery and Infant 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. We monitor and log bullying incidents, particularly those directed towards those with special educational needs.

We view 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, we might call for police involvement.

### **Diversity Complaints**

St Chad's CE Nursery and Infant 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 Head of School or the Chair of Governors.

### **The policy applies to:**

- School Governors
- Staff
- Parents
- Pupils (as appropriate)
- Visitors to the school
- Multiagency Professionals
- Contractors

### **Roles and Responsibilities**

Named staff responsible for promoting Equality.

**Ms K Leach Headteacher**

**Mrs A Thomas SEND and Inclusion HLTA**



All members of the school community, governors, staff, pupils, parents, and visitors all have a part to play in implementing this policy, promoting diversity and equality, challenging inappropriate behaviour or practice to remove barriers and avoiding discrimination.

**Linked documents on the school's website include:**

Accessibility Plan.  
Attendance Policy  
Anti-Bullying Policy  
Behaviour Policy  
Complaints Policy  
Health and Safety Policy  
Inclusion Policy  
Supporting pupils at school with medical conditions  
SEN Policy  
Safeguarding Policy

Please note

The Equality Act 2010 replaced a number of previous pieces of equality legislation, such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act.