



'Together We Grow'

Smithdown Primary School

Equality and Diversity Policy

Reviewed: November 2018

Reviewed: October 2023

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Our Key Values

Our school motto is 'Together we Grow', **Courage, Friendship, Equality, Respect and Thoughtfulness**

We ensure that every child has access to a broad, balanced and supportive curriculum. Through this we are able to give our pupils a range of opportunities and experiences to grow and develop academically, physically socially and morally.

Our School Vision

At Smithdown Primary School we aim high. We want every part of our school community- pupils, parents and members of staff to experience success. Smithdown Primary School will work with everyone to create a happy, safe and stimulating setting where children are motivated to learn together. By maintaining high expectations of ourselves and each other, our children will be equipped to encounter opportunities and challenges with resilience and determination. We encourage a curiosity about the world and strive to ensure that our children will contribute positively, now and in the future.

1. Our Vision and Aims for Equality and Diversity

At Smithdown Primary School our core values are peace, success, respect and teamwork. We treat everyone fairly, celebrating difference and meeting different needs so that all members of our school community are free to live, learn and achieve their potential.

We aim to:

- Maintain and promote a working partnership between the school, parents, and community which foster 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 respect to the needs of all children.

2. Defining Equality and Diversity

2.1 Equality

Equality is about fairness and equality of opportunity and advancing equality of opportunity involves treating people differently. People should not be treated the same. 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, 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) and sexual orientation.

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

1. Eliminate unlawful discrimination and harassment
2. Advance equality of opportunity
3. Foster good relations between different groups

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

3. Purpose and Scope of the Policy

This policy sets out Smithdown Primary 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 outreach services.
- Supporting children's emotional needs through play therapy, counselling and Lego therapy.
- Providing a curriculum, which promotes positive understanding of different characteristics, recognises the contribution that individuals and group with protected characteristics, to society, and challenges stereotyping and discrimination.
- Liaising with groups from the local community.
- 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.
- Providing a school Family Support Worker to work closely and engage with parents from all groups and develop links within the community.

The policy applies to:

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

4. Roles and Responsibilities

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

To promote understanding of this responsibility will:

- Ensure all Stakeholders 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
- Provide training/development and updates as appropriate
- Review our equality objectives and actions to ensure all relevant activity remains relevant and meets the identified need and priorities of our school.

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

a. Breaches of Policy

Smithdown Primary School views any form of discrimination as a serious of misconduct. Any allegations of a breach in the policy will be investigated by the Head teacher or where appropriate the governing body. This may lead to disciplinary or other appropriate action being taken.

5. Monitoring and review

Smithdown Primary School has specific duties under Equality Act (2010) to publish information about the diversity of our school community and the work we are doing to promote equality. This information can be found on our school website www.smithdownprimary.com

We will review this information annually.

6. Bullying and Diversity incidents

a. Pupils

Smithdown Primary School believes all pupils should be safe and feel valued for themselves, whatever characteristics they may have. Bullying and harassment of pupils, staff, parents, visitor by pupils on the basis of the identity (including a perceived characteristic, and by association with a protected characteristic) is unacceptable. Incidents will be logged, investigate and appropriate actions taken to prevent future incidents and to support the victim as outlined in the School's Anti-bullying Policy.

b. Staff, Visitors and Governors

The council and Smithdown Primary School 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, might call for police involvement.

c. Parents and Carers

The council and Smithdown Primary School view any form of discrimination undertaken by adults as serious acts of misconduct. Any such breaches could result in action being taken and possible police involvement.

7. Diversity Complaints

Smithdown Primary 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 Head teacher or Chair of Governors.

This policy will be reviewed annually or when the need arises and the necessary recommendations for improvement will be made to the governors.