



# JOHN EMMERSON BATTY PRIMARY SCHOOL

## Equality and Diversity Policy

### *ACHIEVE, BELIEVE, CHALLENGE*



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# JOHN EMMERSON BATTY PRIMARY SCHOOL

## Equality and Diversity Policy



### 1. Mission statement

At John Emmerson Batty Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, sexual orientation, disability, faith or religion or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

### 2. Teaching and learning

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, we will:

- Use contextual data to improve the ways in which we provide support to individuals and groups of pupils
- Monitor achievement data by ethnicity, gender, and disability and action any gaps
- Take account of the achievement of all pupils when planning for future learning and setting challenging targets
- Ensure equality of access for all pupils and prepare them for life in a diverse society
- Use materials that reflect the diversity of the school, population and local community in terms of race, gender and disability, without stereotyping
- Promote attitudes and values that will challenge racist, sexist and other discriminatory behaviour or prejudice
- Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- Seek to involve all parents in supporting their child's education;
- Encouraging classroom and staffroom discussion of equality issues which reflect on social stereotypes, expectations and the impact on learning
- Including teaching and classroom-based approaches appropriate for the whole school population, which are inclusive and reflective of our pupils

### 3. Admissions and exclusions

Our admissions arrangements are fair and transparent, and do not discriminate on race, gender, disability or socio-economic factors.

Exclusions will always be based on the school's Behaviour Policy. We will closely monitor exclusions to avoid any potential adverse impact and ensure any discrepancies are identified and dealt with.



#### **4. Equal Opportunities for Staff**

This section deals with aspects of equal opportunities relating to staff at John Emmerson Batty Primary School.

We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. However we are concerned to ensure wherever possible that the staffing of the school reflects the diversity of our community.

#### **Employer duties**

As an employer we need to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.

Equality aspects such as age, gender, race, disability, sexual orientation, gender re-assignment and faith or religion are considered when appointing staff and particularly when allocating Teaching and Learning Responsibilities (TLR) or re-evaluating staff structures, to ensure decisions are free of discrimination.

Actions to ensure this commitment is met include:

- Monitoring recruitment and retention including bullying and harassment of staff
- Continued professional development opportunities for all staff
- Senior Leadership Team support to ensure equality of opportunity for all

#### **5. Race Equality**

This section of the plan reflects the general and specific duties of schools as detailed in The Race Relations Act 1976 and as amended by The Race Relations (Amendment) Act 2000.

The General Race Equality Duty requires us to have due regard to the need to:

- Eliminate racial discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial groups

Under our specific duty we will:

- When devising policy and practice we will pay due regard to the impact decisions will have on pupils, staff and parents of different races.
- Monitor the impact our plans and policies have on such pupils, staff and parents in order to promote greater equality and raise the achievement of minority ethnic groups.
- Where monitoring indicates unequal treatment of people of different race, we will consider the best way to amend policy and practice to improve equality for all.

### 6. Disability

This section should be read in conjunction with the school's Special Educational Needs and Disability Policy and Accessibility Strategy.

#### Definition of disability

The Disability Discrimination Act 2005 (DDA) defines a disabled person as someone who has 'a physical or mental impairment which has a substantial or long-term adverse effect on his or her ability to carry out normal day-to-day activities'.

The DDA 2005 has also extended the definition of disability as follows:

- People with HIV, multiple sclerosis and cancer (although not all cancers) are deemed disabled before they experience the long-term and substantial adverse effect on their activities;
- Section 18 has been amended so that individuals with a mental illness no longer have to demonstrate that it is "clinically well-recognised", although the person must still demonstrate a long-term and substantial adverse impact on his/her ability to carry out normal day-to-day activities.

#### Legal duties

The Disability Discrimination Act (DDA) 2005 placed a general duty on schools, requiring them to have due regard for the following when carrying out and delivering services:

- Promoting equality of opportunity between disabled people and other people
- Eliminating discrimination and harassment of disabled people that is related to their disability
- Promoting positive attitudes towards disabled people
- Encouraging participation in public life by disabled people
- Taking steps to meet disabled people's needs, even if this requires more favourable treatment

Under our specific duty we will:

- Include reference to the above duties in other policies.
- When devising policy and practice we will pay due regard to the impact decisions will have on pupils, staff and parents with disability.
- Monitor the impact our plans and policies have on such pupils, staff and parents in order to promote greater equality and raise the achievement of disabled pupils.
- Where monitoring indicates unequal treatment of people with disability, we will consider the best way to amend policy and practice to improve equality for all.

### 7. Gender Equality

The Gender Equality Duty 2006 places a general and specific duty on schools to eliminate unlawful discrimination and harassment on the grounds of gender and to promote equality of opportunity between female and male pupils and between women and men and transgender people.

Under our general duty we will actively seek to:

- Eliminate unlawful discrimination and harassment on grounds of sex and gender reassignment
- Promote equality between men and women

Under our specific duty we will:

- When devising policy and practice we will pay due regard to the impact decisions will have on pupils, staff and parents of with different genders.
- Monitor the impact our plans and policies have on such pupils, staff and parents in order to promote greater equality and raise the achievement of people with different genders.
- Where monitoring indicates unequal treatment of people with different genders, we will consider the best way to amend policy and practice to improve equality for all.

### 8. Sexual Orientation

The Equality Act 2006 made provision for regulations to be introduced to extend protection against discrimination on grounds of religion or belief to sexual orientation.

The Equality Act (Sexual Orientation) Regulations 2007 came into force on 30 April 2007, and they make discrimination unlawful in the area of goods, facilities and services on grounds of sexual orientation. For schools this means admissions, benefits and services for pupils and treatment of pupils.

### 9. Community cohesion

The Education and Inspections Act 2006 inserted a new section 21(5) to the Education Act 2002, introducing a duty on the governing bodies of state schools to promote community cohesion. Community cohesion encompasses promoting good relations between pupils from different races, faiths / beliefs and socio-economic backgrounds. The duty came into force on 1 September 2007.

### 10. Consultation and involvement

In order to ensure we understand how our actions are impacting on different groups we will seek feedback from and consult with people in our community. We will achieved this by using the following to shape the plan:

- Feedback from parent questionnaires and parents' evenings which will explicitly include opportunity for people to comment on equity issues in school.
- Input from staff through staff meetings.
- Feedback from the school council, PSHE lessons, whole school surveys on children's attitudes to self and school (Pupil Surveys)
- Issues raised in annual reviews and structured conversation feedback.
- Feedback at Governing body meetings

### 11. Roles and Responsibilities

#### The role of governors

- The governing body has set out its commitment to equal opportunities in this policy and it will continue to do all it can to ensure that the school is fully inclusive to pupils, and responsive to their needs based on race, religious belief, married or civil partnership status, disability, gender, age, sexuality and disability.
- The governing body seeks to ensure that people are not discriminated against when applying for jobs at our school on grounds of race, religious belief, married or civil partnership status, disability, gender, age, sexuality and disability.
- The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities, and also strive to make school communications as inclusive as possible for parents, carers and pupils.
- The governors welcome all applications to join the school, whatever a child's race, religious belief, disability, gender, and disability.
- The governing body ensures that no child is discriminated against whilst in our school on account of their race, religious belief, disability, gender, age and disability.

#### The role of the headteacher (or senior leader responsible for Equalities)

- It is the headteacher's role to implement the school's Equality Policy and s/he is supported by the governing body in doing so.
- It is the headteacher's role to ensure that all staff are aware of the Equality Policy, and that teachers apply these guidelines fairly in all situations
- The headteacher ensures that all appointments panels give due regard to this plan, so that no-one is discriminated against when it comes to employment or training opportunities
- The headteacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people and equal opportunities to participate in all aspects of school life
- The headteacher treats all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, with due seriousness.

#### The role of all staff: teaching and non-teaching

- All staff will ensure that all pupils are treated fairly, equally and with respect, and will maintain awareness of the school's Equality Policy.
- All staff will strive to provide material that gives positive images based on race, religious belief, married or civil partnership status, disability, gender, age, sexuality and disability.
- All staff will challenge any incidents of prejudice, racism, or homophobia, and record any serious incidents, drawing them to the attention of the headteacher



- Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any discriminatory incidents

### **12. Tackling discrimination**

Harassment on account of race, religious belief, married or civil partnership status, disability, gender, age, sexuality and disability is unacceptable and is not tolerated within the school environment.

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 a pupil's individual circumstances.

Racist and homophobic incidents and other incidents of harassment or bullying are dealt with by the member of staff present, escalating to a class teacher / headteacher where necessary. All incidents are reported to the headteacher and racist incidents are reported to the governing body and local authority on a termly basis.

#### **What is a discriminatory incident?**

Harassment on grounds of race, religious belief, married or civil partnership status, disability, gender, age, sexuality and disability, or other factors such as socio-economic status, can take many forms including verbal or physical abuse, name calling, exclusion from groups and games, unwanted looks or comments, jokes and graffiti.

A racist incident is defined by the Stephen Lawrence Inquiry Report (1999) as: 'any incident which is perceived to be racist by the victim or any other person'.

#### **Types of discriminatory incident**

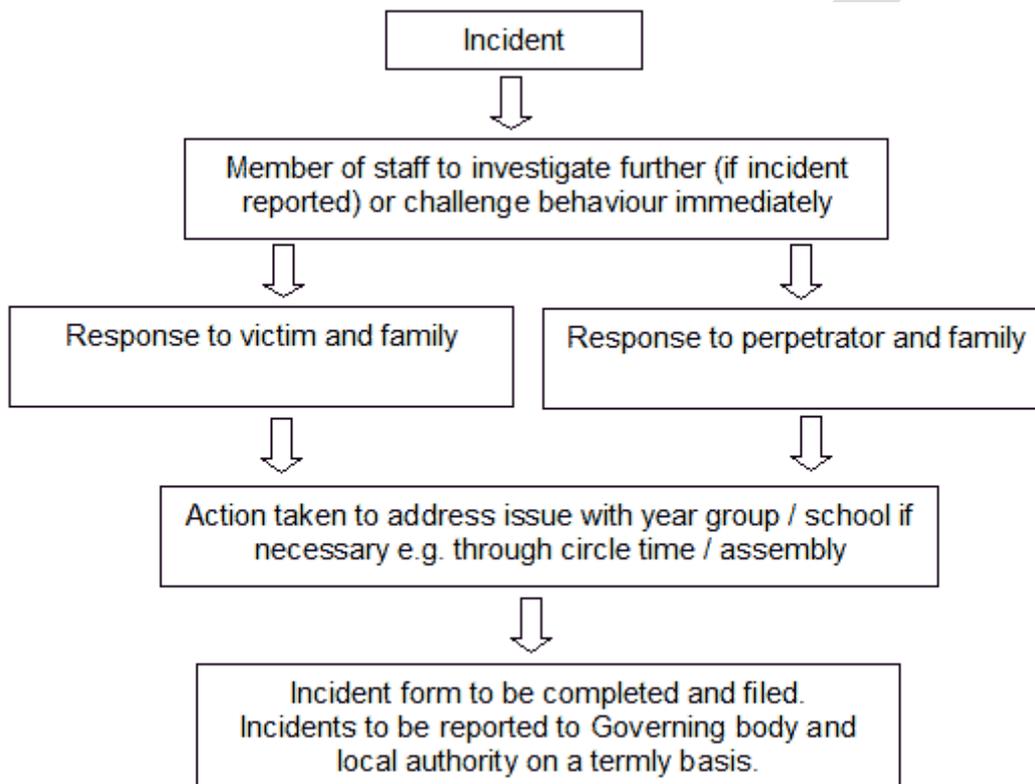
Types of discriminatory incidents that can occur are:

- Physical assault against a person or group because of their colour, ethnicity, nationality, disability, sexual orientation or gender
- Use of derogatory names, insults and jokes
- Racist, sexist, homophobic or discriminatory graffiti
- Provocative behaviour such as wearing racist, sexist, homophobic or discriminatory badges or insignia
- Bringing discriminatory material into school
- Verbal abuse and threats
- Incitement of others to discriminate or bully due to victim's race, disability, gender or sexual orientation
- Discriminatory comments in the course of discussion
- Attempts to recruit others to discriminatory organisations and groups
- Ridicule of an individual for difference e.g. food, music, religion, dress etc
- Refusal to co-operate with other people on grounds of race, gender, disability or sexual orientation

### 13. Responding to and reporting incidents

It should be clear to pupils and staff how they report incidents. All staff, teaching and non-teaching, should view dealing with incidents as vital to the well-being of the whole school.

Our procedure for responding and reporting to racist incidents is outlined below:



### 14. Review of progress and impact

The policy has been agreed by our Governing Body. We have a rolling programme for reviewing our school policies and their impact. We will review our Equality Policy on a three year cycle and update our Equality Statement and information on the school website on an annual basis. In line with current statutory requirements we will review and publish equality objectives at least once every four years.

We make regular assessments of pupils' learning and use this information to track pupil progress. As part of this process, we regularly monitor achievement by ethnicity, gender and disability and vulnerable to ensure that all groups of pupils are making the best possible progress, and take appropriate action to address any gaps.



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## Equality and Diversity Policy



### 15. Publishing the information.

In order to inform pupils, parents, staff, governors and members of community about our work to ensure equality for all we will publish on our school website:

- This Equality Policy
- An Equality Statement
- Data related to the pupils in school within groups with different characteristics.
- Data related to the academic progress of pupils in school within groups with different characteristics.
- Our Equality Objectives and related updates.
- The DfE guidance for schools in relation to ensuring equality for all.

16. Signed on behalf of the Governors:

A handwritten signature in black ink, appearing to read 'M. Kitchin'.

Date approved: 21<sup>st</sup> January 2018

DRAFT