

# Equality and Diversity Policy



Learning together, respecting each other.

Our school promotes four key values of Equality, Respect, Self-Worth and Co-operation.

These are shown in our **Code of Conduct**:

We always try to give everyone a fair chance

We always try to treat each other with respect

We always try to be the best we can

We always try to work together, helping each other

All of our policies reflect the ethos and vision of the Kingsley School community. We believe learning should be stimulating and enjoyable and that all children should be encouraged to be actively involved in their learning. This policy has been drawn up with full consultation of staff and governors. All our policies promote the five outcomes of Every Child Matters: being healthy; staying safe; enjoying and achieving; making a positive contribution; and achieving economic wellbeing.

# Committed to promoting equality of opportunity for all

## Our Visions and Aims for Equality

At Kingsley Community Primary School we are committed to promoting equality of opportunity for all. We will strive to ensure that all existing and potential staff, pupils, parents, carers and users of the school are treated fairly and consistently. Ensuring that all members of the school community are allowed to live, learn and reach their full potential. This document should be read in conjunction with all other school policies.

## Aims:

- To foster positive attitudes and relationships; *to actively promote positive attitudes and mutual respect between groups and communities different from each other.*
- To offer an education appropriate to each individual pupil's needs regardless of their race, ethnic or national origins, gender, sexual orientation, disability or religious beliefs.
- To recognise, respect and value difference and understand that diversity is strength; *to take account of differences and strive - where ever possible - to remove barriers and disadvantages which people may face.*
- To help children understand the diverse world in which they live, fostering the beliefs of tolerance and respect through the prism of '**British Values**'.
- To ensure that active encouragement is given to all in order to enable them to fully develop talents and personal skills for co-operative interaction and academic success.
- To continue to tackle issues of disadvantage and underachievement of different groups.

## The purpose of the policy

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). This means that schools cannot discriminate against pupils or treat them less favourably because of their sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation or pregnancy or maternity. Age, marriage and civil partnership are also "protected characteristics" but are not part of the school provisions related to pupils. The Act requires all public organisations, including schools, to comply with the Public Sector Equality Duty and two specific duties.

## The Public Sector Equality Duty or “general duty”

This requires all public organisations, including schools to

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

## Two “specific duties”

This requires all public organisations, including schools to

1. Publish information to show compliance with the Equality Duty by April 6th 2012
2. Publish Equality objectives at least every 4 years which are specific and measurable by April 6th 2012

This policy describes how the school is meeting these statutory duties and is in line with national guidance. It includes information about how the school is complying with the Public Sector Equality Duty and also provides guidance to staff and outside visitors about our approach to promoting equality.

## What Equality and diversity means to Kingsley Community School:

At Kingsley Community School we believe that equality stands for *the equality of opportunity for all*. In order to make this vision a reality we are committed to ensuring that individuals or groups of individuals are not treated less favourably, on the basis of their specific protected characteristic. This may mean, at times, we need to treat people differently and make reasonable adjustments, so that all members of the school community can reach their full potential. It is the responsibility of the whole school community to continuously review its practice to ensure 'fairness' of treatment and equality of opportunity for all.

## Diversity:

At Kingsley Community School we believe diversity is about, valuing, studying and celebrating our differences and uniqueness. When we are at our most inclusive, all members of the school community will be tolerant and respectful of each other's

differences as well as acknowledging what makes us the same; the promotion of 'British Values' will underpin and guide most of our work on tolerance and respect.

## **Our approach to equality based on the aims outlined in this document:**

In order to comply with the Public Sector Equality Duty we have the following procedures in place to ensure that we are promoting and providing equality of opportunity for all.

**i) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act.**

- We gather information from a range of sources when a pupil enters school e.g. meet with family members to share and record information; talk to pupils to seek their views; foster links/lines of communication with previous school placements and external agencies who have been engaged with the family and child.

- We ensure that all staff challenge and report prohibited behaviours in line with school policy and practice. Whistleblowing is acceptable from all staff - direct to SLT/HT or outside agencies. School safeguarding, and whistle blowing protocols are prominently displayed around the school and all members of the school staff are made aware of their responsibilities.

- We acknowledge the existence of discrimination, harassment, victimisation and any other conduct that is prohibited and actively work towards their elimination - we have a zero tolerance policy towards any prohibited behaviour. See above bullet point.

- We promote positive behaviour at all times and have consistently high expectations of all members of the school community.

**ii) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.**

- We take every opportunity to promote and celebrate our rich and diverse school community and make good use of local, national and international initiatives to do this e.g. jeans for Genes Day, Black History Month, Respect Week etc. We are also actively fostering links with schools in different settings, so that our children have the opportunity to interact and socialise with groups and communities different from their own, with the aim of helping to promote mutual respect and social cohesion.

- We track and monitor the progress of all pupils, including vulnerable groups on a regular basis using termly formal assessments, pupil progress meetings, and day to day assessments for learning and whole school provision mapping. Data is used by the Senior Leadership Team, TLR postholders and class teachers to amend and adapt our practice to ensure *equality of opportunity for all*, so that all children can reach their full potential.

- As a school we are committed to the effective targeting and monitoring of pupil premium spending, in order to overcome the barriers to learning faced by some of our most vulnerable pupils.

- We aim ensure that all pupils are able to fully participate in wider school life; we can and do tailor the provision provided so that all children have access to a host of extracurricular activities provided by the school.

**iii) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.**

- We have a planned programme of enrichment activities including cultural days, celebrations of all major festivals as well as 'enrichment weeks'.

- We have good links with the local community and regularly invite community members into school to share their experiences and knowledge and participate in enrichment activities; in the past, aspirational members of our school community have been invited in to carry out workshops and speak to the children to help raise aspiration levels. Parents are regularly invited into school to help support/ celebrate their children's learning: 'Stay and Play', Monday Celebration Assembly' etc. As a school we realise that learning is a life long journey and we aim to promote this philosophy in our children. Consequently, we offer an in-house computer competency workshop for parents as well as a host of other drop in sessions to help parents support their children in the acquisition of basic skills.

- We ensure that all pupil groups are represented when children work together in more formal groupings e.g. School Council, educational visits, Maths and Reading ambassadors, Eco club council etc. Pupil voice is very strong in our school and we are constantly looking for ways to include the children in all key decisions - including the appointment of staff and purchasing of resources.

## **This policy applies to:**

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

## **Roles and responsibilities:**

We expect all members of the school community and visitors to support our commitment to promoting equalities and meeting the requirements of the Equality Act. We will provide training, guidance and information to enable them to do this.

### ***Governing body***

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented. A member of the governing body has a watching brief regarding the implementation of this policy.

### ***Head teacher and Leadership team***

The Head teacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support and for taking appropriate action in any cases of unlawful discrimination. It is important that this policy is read in conjunction with all other school policies and where it is felt that discrimination has taken place, the sanctions/ actions available to the head teacher are listed in:

- The school's anti-bullying and harassment policy
- Child protection policy
- Complaints policy
- Behaviour policy
- Accessibility plan
- SEND policy

## **Publication and Review:**

This document will be regularly reviewed by all stake holders of the school community in order to ensure that we, as a school, are meeting the aims set out in this policy and that we are fulfilling our legal and statutory obligations.

The document will be published on the school website ([www.kingsley.liverpool.sch.uk](http://www.kingsley.liverpool.sch.uk)) and be available to all staff, parents and governors upon request.







