Equality and Diversity Policy

Inspire ● Enrich ● Enjoy ● Succeed

Approved by:	Governing Body	**Date:** October 2020
Last reviewed:	October 2020	
Next review due by:	October 2022	

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1. Introduction

Compassion ● Forgiveness ● Hope ● Justice ● Respect ● Honesty ● Love

Public bodies, including local-authority-maintained schools, are covered by the public sector equality duty in the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011. This requires us to publish information that demonstrates that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010.
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it.
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

2. Statement of Aims

The Federation of Snape & Thornton Watlass is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

Equality and diversity are embodied in our school's published aims:

- We offer a unique, challenging curriculum which **enriches** our children's well-being, attitudes to learning, and ability to fulfil their potential: personally, physically and academically. Our carefully designed learning journeys encourage our children to value and embrace our locality and the wider global community, enabling them to grow as well-rounded citizens.
- We are proud to be a community which is passionate about learning, enabling our children to be the best that they can be. We are a school family which celebrates individuality, embraces diversity, and gives all of our children the opportunity to shine and **succeed** in today's world.

3. Statement of Principles

Our approach to equality is based on the following key principles:

- All learners are of equal value.
- We recognise and respect difference.
- We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
- We observe good equalities practice in staff recruitment, retention and development.
- We aim to reduce and remove inequalities and barriers that already exist.
- We have the highest expectations of all our children.

4. Promoting Equality and Good Relations

The governing body and school management are proactive in promoting equality and tackling discrimination. The governing body will maintain an overview of the implementation of this policy. The school management will work in partnership with others to tackle prejudice of any sort and establish, promote and disseminate equality good practice.

All staff are expected to:

- Ensure that all pupils are treated fairly, equally and with respect. We do not discriminate against any child;
- Challenge and deal with any incidents of discrimination when they occur, recording any serious incidents and referring this to the Executive Headteacher who will report any prejudice-based incidents to the governing body and local authority.

The following table outlines how we advance equality of opportunity between people who share a protected charactistic and those who do not:

Protected characteristics		Aims of the general duty	
	What evidence do we hold that we eliminate unlawful discriminiation, harassment and victimisation?	How do we advance equality of opportunity between people who share a protected characteristic and those who do not?	How do we foster relations between people who share a protected characteristc and those who do not?
Race	Race equality policy Data on admission Monitoring and termly reports on prejudiced-based incidents to the LA and GB Low numbers of prejudice-based incidents Ofsted reports	School vision and values Celebration of differences Curriculum Collective Worship School Policies Inclusion	School vision and values Celebration of differences Curriculum Collective Worship Good links with parents School policies promote equality and diversity Job descriptions for staff School displays promote and celebrate diversity
Disability	School policies Inclusive practice Feedback from parent surveys Termly report to GB	School policies Tracking and raising attainment and progress	School vision and values Good links with parents and outside agencies

	Assessment data Acquisition of additional resources/ adaptation of building		Collective Worship Support plans/ review meetings School displays promote and celebrate diversity
Gender	Admissions process Recruitment process Gender equality scheme Tracking data	Recruitment process School policies Tracking and raising attainment and progress	Good links with parents School vision and values Curriculum Collective Worship
Gender Reassignment	Inclusive practices Admissions process Recruitment process Equalities and Diversity Policy	Celebration of differences School policies Review of practices	Good links with parents School vision and values Curriculum Admissions process
Pregnancy and Maternity	Policy for expectant parents Reasonable adjustments in place to support Regular meetings Risk assessment	Continue good practice Paternity leave	Following policy Continue to make reasonable adjustments to ensure support at work School vision and values
Age	Employment/ recruitment process	Recruitment process	Recruitment process School vision and values
Religion and Belief	Admissions process Employment documents Balance of staff employed	Celebration of differences Curriculum Collective Worship School visits/ visitors	School vision and values Celebration of differences Curriculum Collective Worship School visits/ visitors Good links with parents and the community School displays promote and celebrate diversity
Sexual Orientation	School policies Inclusive practices Admissions process Recruitment process	Celebration of differences School policies Valuing differences	School vision and values

	Equalities and Diversity Policy	Review of practices	Good links with parents and community Admissions process Parental leave for same sex relationships

5. Training

Whole staff and individual training needs will be identified though the school's self-review process and staff performance management.

6. Monitoring

It is the responsibility of the Governing Body to monitor the effectiveness of this Equality and Diversity Policy. The Governing Body does this by:

- Monitoring the progress of pupils of minority groups and comparing it to the progress made by other pupils in the school via a report from the Executive Headteacher;
- Monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against;
- Taking into serious consideration any complaints regarding equal opportunity issues from parents/carers, staff or pupils;
- Monitoring the schools behaviour and exclusions policy, so that those from minority groups are not unfairly treated.

7. Links to other policies

Accessibility plan
Anti-bullying Policy
Behaviour Policy
Safeguarding Policy
Relationships & Sex Education (RSE) Policy

8. Review

The governors review this policy bi-annually. The governors may, however, review the policy earlier than this, if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved.