



# Equality and Diversity Policy

## **BLEAN PRIMARY SCHOOL**

**Policy Review date: October 2024**

**Headteacher: Mr I Rowden**

**Chairs of Governors: Mr H Samuelson**

**Date of Next Review: October 2026**

## Opening Statement and Principles

This policy sets out Blean Primary school's commitment towards equality and diversity. The aim of this policy is to encourage and enable inclusion and achievement through the management of staff, curriculum, pupils, parents and carers in an environment that recognises the different life chances that individuals have and works to achieve the best outcomes for them all both as individuals and as members of our community and to ensure that this diversity within our school community is celebrated and valued.

We seek to uphold and implement these core values as a service provider and employer and to ensure that our services are accessible and delivered effectively. We also recognise the unique opportunity we have as a school to positively influence the broader community by creating positive relationships between people through community cohesion. Every member of the Blean School Community should feel, safe, valued and of equal worth.

At Blean Primary School, with our commitment to being both morally and socially responsible, equality is a key principle for treating all people the same irrespective of their gender, ethnicity, disability, religious beliefs/faith tradition, sexual orientation, age or any other of the protected characteristics (Single Equalities Act 2010).

This policy will impact on all other policies.

At Blean Primary School we welcome our duties under the Single Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Gender.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.

Blean Primary School aims to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

## **Aims to eradicate discrimination**

At Blean Primary School we believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful as highlighted by the central theme of 'Be Respectful' in our three school rules.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging moral and social responsibility.

We are committed to having the Blean Curriculum being a balanced and fair one which creates pupils who are physically and mentally healthy, ready for the next stage of learning and who have a love of learning. Consequently, we believe that our pupils should be exposed to ideas and concepts that may challenge their understanding to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination, and instead promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from classes which pose conflicts to their own beliefs.

## **Dealing with prejudice**

Blean Primary School does not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through a thorough reporting procedure (CPOMS), our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

All prejudice related incidents are recorded and reported to the SLT and Governing Body

Blean, our pupils are taught to be:

- Respectful and Understanding of others.
- Celebratory of cultural diversity.
- Ready for the next stage of their education.
- Inclusive.
- Morally and socially responsible.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school.
- Treat other members of the school unfairly.

The school's employees and governing body will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

Equality and dignity in the workplace

Blean Primary School does not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race, colour, nationality, ethnic or national origin.
- Religion or belief.
- Sex or sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

## **How will we know when we are successful?**

Our success will be measured through **quantitative indicators** such as:

- Assessment Information
- Progress data of our different groups
- Pupil Progress meetings
- Attendance
- Unauthorised absence
- Punctuality
- Stability and staffing
- Commitment and involvement of support staff
- Regular visits/involvement from external agencies e.g. Early Help
- Communication and involvement of parents
- Access to ICT for all learners

- Diversity represented in attendance at extra-curricular activities
- Diversity represented in school groups eg school council
- Diversity reflected in parent participation in school

Also **qualitative Indicators** such as:

- Playground interaction
- Learning interaction (peers/adult)
- Friendly and caring attitudes
- Members of the school community feel valued
- Displays of work
- A welcoming ethos
- Accessibility of school staff
- Effectiveness of communication systems
- Differentiated work for all pupils
- Pastoral care of pupils
- Effective support for health needs
- Diversity reflected in curriculum books and resources
- Links with the local community and wider community
- Ownership of the Equalities policy and practice

Monitoring of the above will help staff and governors to identify areas of existing and emerging inequality.

## Equality Objectives 2024-2026

Blean Primary School Equality Objectives 2024-2026	
Objectives	
Pupil Outcomes through an inclusive curriculum	For all pupils to maximise their potential in all areas of the curriculum. Ensure that the curriculum reflects diverse cultures, backgrounds, and experiences, promoting understanding and respect among pupils.
Accessibility	Improve physical and digital accessibility within the school, ensuring that all facilities and resources are available to every pupil and user, including those with disabilities. Disability access will be improved each school year in line with the School's accessibility plan.
Staff training	Provide ongoing training for staff on equality, diversity, and inclusion to foster a supportive environment and address unconscious biases.
Parental engagement	Actively engage with parents and guardians from diverse backgrounds to ensure their voices are heard and to foster community involvement in school activities.
Celebrating diversity for racial equality	Organisation of events and activities that celebrate different cultures, traditions, and identities, encouraging pupils to share their own experiences and learn from one another. To foster a culture of anti-racism across the school community, ensuring staff and students become racially literate and demonstrate the anti-racist values and practices.
Pupil attendance	Pupils' attendance to be inline or above national averages and figures will be revised to keep in line with Government requirements. To ensure that no particular group in the school is over-represented in the persistent absence statistics, thereby ensuring that all students have access to the curriculum. This will be measured by analysis of attendance data.
Behaviour, wellbeing and personal development	To sustain outstanding behaviour and safety at all key stages; for all pupils to follow the Blean Bees, 'Be Ready, Be Respectful, Be Safe; to ensure that Fixed-term Exclusions are used in exceptional circumstances to address pupil behaviour. To ensure all students develop as individuals through the school values: Curiosity, Collaboration, Resilience, Resourcefulness and Responsibility. To ensure that all pupils are safeguarded to the highest standard through our operation of safeguarding policy and practices.