



Brampton Abbots CE Primary School



Bridstow CE Primary School



Oak Meadow Federation

Equality and Diversity Policy

This policy will be reviewed and updated by the Governing Body at least every three years. All references to 'the school' imply both Brampton Abbots and Bridstow Primary Schools.

Policy approved by Governing Body on 13th July 2020

Signed Daniel Brearey, Headteacher

Paul Mason, GB Chair

Policy due for review July 2023

Equality and Diversity Policy

1. OVERVIEW

1.1 This policy reflects the Single Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976 (amended 2000, 2006, 2010, 2018), Disability Discrimination Act 1995 (amended 2005, 2010, 2018), Gender Recognition Act 2004 (amended 2000, 2010, 2014, 2015, 2018, 2020) and Sex Discrimination Act 1975. This policy therefore supersedes all previous school policies on Disability, Ethnicity (i.e. Race) and Gender.

1.2 The Single Equality Act combines the existing three duties into one new Equality Duty that covers all seven of the equality strands: age, disability, gender, gender-identity, race, religion or belief and sexual orientation. In this school we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, everyone will be treated equally. This Equality & Diversity Policy summarises the school's approach in ensuring equality for all.

2. INTENT

2.1 To ensure that all learners have equal access to a rich broad balanced and relevant curriculum that supports and promotes diversity in all its forms as part of its normal delivery.

2.2 To advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity, and promote community cohesion through the fostering of good relations.

2.3 To eliminate any discrimination, harassment and victimisation and to ensure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender-identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs.

2.4 To recognise and celebrate diversity within our community whilst promoting community cohesion.

2.5 To embed the celebration of diversity in all we do across the schools.

2.6 To involve the parents and the community of the school as well as its pupils in the celebration of diversity.

2.7 To make available resources to support the implementation of this policy.

3. HOW WE SEE THE POLICY IN PRACTICE

3.1 We will strive to achieve a cohesive community and expect that everyone within the school community (i.e. pupils, parents, staff, volunteers and governors) will respect one another and behave accordingly, and that the parents of pupils feel fully engaged in the school.

3.2 We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.

3.3 We support the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. Through this and other policies and actions we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience and is also able to contribute to the wider community.

3.4 We consider it prudent and sensible to maintain the practice of logging racist incidents and reporting them to the local authority. Consequently, we will continue to monitor and log incidents that discriminate against children and other individuals in our school with protected characteristics,

such as homophobic bullying. We will also monitor and log bullying incidents, particularly those directed towards those with special educational needs.

3.5 We will respect diversity regardless of age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010, as part of the recruitment process and on-going relationships for all members of staff, governing body, volunteers and the school community.

4. HOW WE EXPECT THIS TO BE ACHIEVED.

4.1 Teachers will ensure that the teaching and learning takes account of this policy and Diversity will be recognised as a positive, rich resource for the enhancement of teaching, learning and the curriculum.

4.2 Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.

4.3 Parents and governors will be involved and consulted about the provision being offered by the school.

4.4 Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.

4.5 We will celebrate and promote diversity within our school and the wider community and will actively encourage all aspects of diversity to be viewed positively by all.

4.6 Monitoring, evaluation and review carried out by the Headteacher or Deputy Head will ensure that procedures and practices within the school reflect the objectives of this policy. Any such evaluation will feed into the reporting of achievements of measurable equality as required by the Single Equality Act and amendments.

5. EXPECTED OUTCOMES

5.1 This policy will play an important part in embedding an understanding of the issues around diversity and in turn will develop an acceptance and tolerance of diversity amongst pupils, staff and parents.

5.2 It will promote and support the idea that all should be treated equally and as favourably as others.

5.3 This policy and its actions will support the educational development of individual pupils through an enhancement of their curriculum.

5.4 The policy will help fulfil the requirements on the part of the school of the 2010 Single Equality Act.