



September 2023 - 2024

Equality and Diversity Policy

CONTEXT

The legal framework for this policy is The Equality Act 2010. The protected characteristics are vital to the ethos of the school and promotes a diverse and equal school community. These protected characteristics are age, religion, sex, race, pregnancy and maternity, marital status, sexual orientation and gender reassignment. All members of the school community are aware of the importance of the protected characteristics and the impact they have in promoting equality and diversity.

AIMS AND VALUES

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations
- Promote tolerance and acceptance for all
- Foster a community based on respect

Great Moor Infant School is a welcoming school where everyone is valued highly and where honesty, care and mutual respect for others are key. We are committed to the development of the whole child within a supportive, secure and creative environment. A broad, balanced and appropriate curriculum provides equal opportunity for all pupils to maximise their potential regardless of age, sex, race, colour, religion or disability. We endeavour to promote positive relationships with parents, governors and members of the wider community.

At Great Moor Infant School, we aim to promote equality and tackle any form of discrimination and actively promote harmonious relations in all areas of school life. We seek to remove any barriers to access, participation, progression, attainment and achievement. We take seriously our contribution towards community cohesion.

We aim to:

- provide a secure environment in which all our children can flourish
- ensure that we take diversity into account when planning and delivering lessons – promoting equality throughout the curriculum
- provide a learning environment where all individuals see themselves reflected and feel a sense of belonging
- prepare children for life in a diverse society in which children are able to see their place in the local, regional, national and international community
- include and value the contribution of all families to our understanding of equality and diversity
- provide positive non-stereotyping information about different groups of people regardless of gender, ethnicity, disability, sexual orientation, religion or age
- plan systematically to improve our understanding and promotion of diversity
- actively challenge discrimination and disadvantage
- make inclusion a thread which runs through all our activities

To achieve these aims we will:

- involve stakeholders in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies and procedures
- collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage
- use all available information to set suitable learning challenges for all, respond to pupils' diverse needs and overcome any potential barriers to learning
- ensure that the wider school curriculum makes explicit and implicit provision to promote and celebrate diversity
- have high expectations of behaviour which demonstrates respect to others

LEADERSHIP, MANAGEMENT AND GOVERNANCE

Great Moor Infant School is committed to:

- being proactive in promoting good relationships and equality of opportunity across all aspects of school life and the wider community
- encouraging, supporting and enabling all pupils and staff to reach their potential and make a positive contribution
- working in partnership with families, the local authority (LA) and the wider community to establish, promote and disseminate inclusive practice and tackle discrimination ensuring that our *Equality and Diversity Policy* is followed

RESPONSIBILITIES

The Governing Body

It is the Governing Body's responsibility to:

- ensure that the school complies with equality legislation
- ensure that the school's policy and its procedures and strategies are carried out and monitored
- follow the LA's admissions policy, which is fair and equitable in its treatment of all groups
- monitor attendance and take appropriate action where necessary
- have equal opportunities in staff recruitment and professional development and membership of the Governing Body
- provide information in appropriate, accessible formats
- be involved in dealing with serious breaches of the policy

The Headteacher

It is the Headteacher's responsibility to:

- implement the policy and its strategies and procedures;
- ensure that all staff receive appropriate and relevant continuous professional development
- actively challenge and take appropriate action in any cases of discriminatory practice
- deal with any reported incidents of harassment or bullying in line with LA guidance
- ensure that all visitors and contractors are aware of, and comply with, the school's equality and diversity policy
- keep governors informed about progress

All Staff

It is the responsibility of all staff to:

- be vigilant in all areas of the school for any type of harassment and bullying
- deal effectively with any incidents from overt name-calling to the more subtle forms of victimisation caused by perceived differences
- identify and challenge any bias and stereotyping within the curriculum
- promote equality and good relations and not discriminate on grounds of race, gender, religion, age or sexual orientation
- promote an inclusive curriculum and whole school ethos which reflects our diverse society
- promote the protected characteristics and ensure that they are interwoven in all aspects of the curriculum

BREACHES OF THE POLICY

All breaches of the policy will be rigorously followed up using the appropriate procedures and reported to the Governing Body as required.