

Created March 2012  
Reviewed September 2012  
Reviewed November 2015

## **St Berteline's Church of England Primary School**

### **Equality and Diversity Policy**

St Berteline's Church of England Primary School has an obligation under the Equality Act of 2010 as both an employer and a school which carries out a public function and service.

The Equality Act of 2010 harmonises the existing three duties (Gender, Race and Disability) into one new duty.

Compliance with the Public Sector Equality Duty by 31<sup>st</sup> December 2011 is a legal requirement and requires schools to integrate and include consideration of Equality into day to day routines.

As set out in The Equality Act 2010 schools in the exercise of their functions must have due regard to:

1. Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act
2. Advance equality of opportunity between people who share a protected characteristic and those who do not
3. Foster good relationships between people who share a protected characteristic and those who do not

As a distinctive Church of England Primary School, St Berteline's is committed to promoting and achieving equality of opportunity for all pupils, parents, staff, governors and visitors. We believe that all people are of equal value and are entitled to equality of opportunity irrespective of:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

## **Objectives**

- To ensure that all pupils have equal access to an appropriate, broad, balanced, relevant and differentiated curriculum, which is personalised as far as is possible
- To promote equality of opportunity by ensuring that teaching and learning promote equality, celebrate diversity and promote community cohesion by fostering good relations both within the school and the wider community
- To investigate any form of discrimination, harassment or victimisation by or to any pupil or member of staff at St Berteline's Church of England Primary School
- To ensure that no-one is unfairly or illegally discriminated against as a consequence of any of their protected characteristics
- To ensure that all pupils and members of staff are fully involved in this policy and provision made by the school and that management accepts full responsibility for regular review and transparency
- To prepare pupils for life in a diverse society
- To identify training requirements in this very important area and allocate school budget funding

## **Strategies**

- The Parents and Governors of St Berteline's Church of England Primary School will be fully involved and consulted about the provision outlined in this Public Sector Equality Duty
- Members of the Leadership Team will be trained to undertake Equality Impact Assessments at appropriate intervals to identify any areas of concern
- All Teaching and non teaching staff will attend training on identification of discrimination, harassment and victimisation as part of the school's continuing professional development
- Members of School Council will be asked for their views on implementing this duty and may assist in information gathering
- All diversity will be viewed positively and become a resource for teaching, learning and the curriculum at St Berteline's Church of England Primary School
- The positive achievements of all pupils will be celebrated and recognised

## **Outcomes**

- All staff and pupils should feel safe from victimisation, harassment and discrimination and feel treated with equal status
- The involvement of Parents and Governors to enhance equality wherever possible
- The involvement of all children in promoting diversity and equality

- Reasonable Adjustments should be made to accommodate difference and promote equality by all members of staff
- The Equality Impact Assessment results, although not a statutory requirement, are acted upon as quickly as possible
- Admissions, Safeguarding, Special Educational Needs, Disability, Teaching and Learning, Bullying, and Exclusion Policies are kept under regular review with regard to promoting Equality and remaining within the Public Sector Equality Duty

### **Responsibilities and Accountabilities**

The Governors are responsible for:

- making sure the School follows all of its equality and diversity policies and codes, and meets its legal responsibilities with respect to equality

The Head Teacher is responsible for:

- ensuring policies and procedures are in place to comply with all equality legislation
- ensuring that the School implements its equality and diversity policies and codes of practice following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying
- ensuring that appropriate records are kept of any cases of unfair discrimination, harassment or bullying

School managers are responsible for:

- putting the School's equality and diversity policies and codes into practice
- making sure that all staff know their responsibilities and receive the support and training necessary to carry them out
- following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying

All staff are responsible for:

- promoting equality and diversity, and avoiding unfair discrimination
- challenging any incidents of unfair discrimination, or racial, sexual or other stereotyping, perpetrated by pupils or other staff
- keeping up-to-date with equality law and participating in equal opportunities and diversity training
- reporting any incidents of unfair discrimination, harassment or bullying to senior managers

Pupils are responsible for:

- respecting others in their language and actions
- following all of the School's equality and diversity policies and codes