St Nicholas Priory CE VA Primary School & Nursery

'I did not come to be served but to serve.' Matthew 20.28

POLICY STATEMENT

EQUALITY AND DIVERSITY POLICY

AIM

St Nicholas Priory CE VA Primary School will embed and advance equality and diversity in the fabric of the organisation and will work to identify and remove all the barriers that might prevent anyone in our community from fully participating in the life of the school. St Nicholas Priory CE VA Primary School believes in providing a welcoming, inclusive environment where all may enjoy well-being and success and where discrimination of any kind is condemned.

The Aim of this Policy is to:

Respect, protect and celebrate the characteristics of:

- Age
- Disability
- Gender reassignment
- Marriage / civil partnerships
- Race / ethnicity
- Religion / Faith / belief or None
- Sexual orientation
- Gender

The school will continue to improve an inclusive culture and learning environment where all learners; staff, Governors, partners, visitors, stakeholders and contractors can participate and contribute, feel welcome, safe, valued and fairly and respectfully treated. Everyone in our community should be free from victimisation, harassment, discrimination and bullying of any kind including cyber bullying.

ELIGIBILITY

- All learners; staff, Governors, partners, visitors, stakeholders and contractors

SCOPE OF THE SCHEME

The school will achieve this by:

- Challenging any form of direct or indirect discrimination, harassment, victimisation or bullying of any kind
- Actively promote activities to foster understanding between groups and interaction between groups

- Encourage underrepresented groups to participate and under achieving groups to be successful
- providing equal access to a broad and balanced curriculum;

- Incorporating equal opportunity and diversity principles in classroom practice;
- encouraging the display of high quality and positive images relating to equal opportunities in the school;
- avoiding any prejudice displayed through assumption, attitude and language;
- actively teach young people about the unacceptability of any discriminatory views – racist, sexist, homophobic, disability, special needs
- 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:
- ensure that all reasonable adjustments are made to ensure equality of opportunity.
- Activity seeking external support ie in the case of dealing with Harmful Sexual Behaviours or Peer on Peer abuse and closely monitor to ensure protection for the individual / individuals
- Using age appropriate materials to support re education where any form of discrimination has occurred.

We ensure that the principles listed above apply to the full range of our policies and practices, including those that are concerned with:

- admissions
- pupils' progress, attainment and assessment
- behaviour, discipline and exclusions
- pupils' personal development and pastoral care
- teaching and learning
- admissions and attendance
- the content of the curriculum
- staff recruitment and professional development
- partnerships with parents and communities
- Business and procurement practices

The school will work to remove barriers which may prevent or hamper access to the curriculum, taking part in extra-curricular activities, the physical environment of the school, delivery of information.

This will be through an accessibility plan for the physical environment and may involve working with qualified professionals such as occupational therapists, physiotherapists and the sensory support team.

This will involve identifying the individual needs of learners for whom English is an additional language and where ever possible, parents will be provided with comprehensive information about the school in their home language.

Information about the school and about students such as reports and school newsletter can be provided in a large font format upon request.

Responsibilities

- The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and strategies are implemented.
- The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.
- 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 all incidents from overt name-calling to the more subtle forms of victimisation caused by perceived differences; identify and challenge bias and stereotyping within the curriculum and in the school's culture; promote equality, and good relations and not discriminate on the

grounds of any protected characteristics; recognise, promote and celebrate the diverse skills, qualities and attributes that learners bring to the school.

Information and resources
We ensure that the content of this policy is known to all staff and governors, and also, as appropriate, to all pupils and parents.

Religious observance
We respect the religious beliefs and practice of all staff, pupils and parents, and comply with all reasonable requests relating to religious observance and practice.

Action plan
We draw up an annual action plan for the implementation of this policy, and for monitoring its impact.

Breaches of the policy
Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Headteacher and Governing body.

MONITORING

This Policy should be read in conjunction with all other Policies and procedures which may be used to monitor and improve Equality and Diversity within the school. Examples include; safeguarding, continuous professional development, complaints and grievance procedures, disciplinary procedures and behaviour Policy, Admissions Policy and procedures, health and safety.

Review date: *November 2026*