

Messingham Primary School

Equality and Diversity Policy

Based on the North Lincolnshire model policy

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1. Our Vision and Aims for Equality and Diversity

‘We will treat everyone at Messingham Primary School fairly, celebrating difference and meeting different needs so that all members of our school community are free to live, learn and enjoy’

We have a commitment to

- Tackling discrimination on the grounds of age, disability, gender identity (gender reassignment and transgender), pregnancy and maternity, race, religion or belief, sex (gender) or sexual orientation

[in relation to age the focus is about their employer function and not their school duties]

- Advancing equality of opportunity
- Creating good relations between different groups

2. Defining Equality and Diversity

2.1 Equality

Equality is about fairness and equality of opportunity and advancing equality of opportunity involves treating people differently. People should not be treated the same. Some people may need extra help or adjustments to be part of the school community; this includes teaching, administration, cleaning or catering staff employed at the school as well as pupils, parents and school governors.

Relating to the Equality Act there are nine ‘protected characteristics’ these are age; disability, gender reassignment [transgender], marriage / civil partnership, pregnancy / maternity, race, religion and belief (and having no belief), sex (gender) and sexual orientation.

Under the general duty schools must exercise ‘due regard’ in respect of each of the eight protected characteristics (excluding marriage and civil partnership) to:-

1. Eliminate unlawful discrimination and harassment
2. Advance equality of opportunity
3. Foster good relations between different groups

2.2 Diversity

Diversity is about valuing people as individuals and learning from our differences. Our differences can be visible and non-visible. Promoting diversity we can meet different needs creatively to ensure opportunities are available to all and potential is fulfilled. Promoting a diversity friendly school culture we are able to meet our school’s aims and objectives more efficiently.

Culture is about the way we behave towards one another – school governors, all employees in the school, parents, pupils and the whole school community. It is about how we treat one

another and respect our differences. Promoting diversity and a diversity friendly culture helps to create a more productive school community.

3. Purpose and Scope of the Policy

This policy sets out Messingham Primary School's commitment to promoting equality and diversity.

We believe that it is our responsibility to promote equality and diversity wider than the nine characteristics (areas) covered by legislation. We work to remove barriers and we will not unfairly discriminate on any grounds.

We do this by:

- In our Monday Circle Time, as well as exploring friendships and feelings, teachers may explore how the media presents current affairs, giving pupils the skills to question the authenticity of how different groups of people are portrayed
- Promoting diversity and challenging stereotyping during our "Celebrating Diversity" week in the summer term.
- Providing a curriculum, which promotes positive understanding of different characteristics, recognises the contribution that individuals and groups with protected characteristics make to society, and challenges stereotyping and discrimination.
- Publishing and reviewing our equality objectives (and reviewing them at least every four years) [see appendix]
- Undertaking other activities and measures as outlined in this policy document, our published information and other relevant documents.

The policy applies to:

- School governors
- Staff
- Parents
- Pupils (as appropriate)
- Contractors
- Visitors to the school

4. Roles and Responsibilities

All members of the school community, governors, staff, pupils, parents, visitors and contractors all have a part to play in implementing this policy, promoting diversity and equality, challenging inappropriate behaviour or practice to remove barriers and avoiding discrimination.

To promote understanding of this responsibility Messingham Primary School will:

- Ensure governors, staff, parents, and contractors are made fully aware of our equality and diversity policy and how it affects their work
- Ensure pupils and visitors to our school are clear about the expectations relating to our commitment to promoting equality and diversity

- Provide training / development and updates as appropriate
- Review our equality objectives and actions to ensure all relevant activity remains relevant and meets the identified needs and priorities of our school.

In addition school governors / relevant committee have responsibility for overseeing agreeing, monitoring and reviewing of our school's equality objectives, and related activity.

4.1 Breaches of Policy

Messingham Primary School views any form of discrimination as a serious act of misconduct. Any allegation of a breach in the policy will be investigated the Headteacher. This may lead to disciplinary or other appropriate action being taken.

5. Monitoring and review

Messingham Primary School has specific duties under the Equality Act to publish information about the diversity of our school community and the work we are doing to promote equality. This information can be found on our school website (About us; Curriculum). We will review this information annually.

6. Bullying and Diversity incidents

6.1 Pupils

Messingham Primary School believes all pupils should be safe and feel valued for themselves, whatever characteristics they may have. Bullying and harassment of pupils, staff, parents, visitors and/or contractors by pupils on the basis of their identity (including a perceived characteristic, and by association with a protected characteristic) is unacceptable. Incidents will be logged, investigated and appropriate actions taken to prevent future incidents and to support the victim as outlined in the anti-bullying policy

6.2 Staff and Governors

The council and Messingham Primary School view any form of discrimination undertaken by adults as serious acts of misconduct. Any such breaches could result in disciplinary action being taken and in the case of harassment, might call for police involvement.

7. Diversity Complaints

Messingham Primary School takes seriously all complaints; where a complaint is related to equality/diversity issues, the school procedure for dealing with to complaints will apply. Complaints should be made to the Head teacher or the Chair of governors / diversity lead.

APPENDIX

Equality objectives:

Policies are in place to ensure that staff recruitment is non-discriminatory.

Male role models for pupils are important in our school. We have embraced opportunities for pupils to work with male visitors eg sports coach, walking to school projects.

Behaviour and anti-bullying policy addresses discrimination and steps are set out to tackle incidents

Pupils to make good progress from their starting point, compared to similar pupils nationally; disadvantaged pupils to make progress in line with non-disadvantaged pupils to ensure they leave primary school with good levels of literacy and numeracy.

All pupils to be able to access the curriculum, including going on educational visits; consideration to be given to pupils with disabilities, who have EHCPs or who are “Looked after” so they are not excluded from these activities.

Objective	Action	Impact
Recruitment by gender to more closely reflect the wider community	Continue to review applications being aware of this	
Incidents of bullying to be at 0; use of discriminatory language to be 0	Continue SMSC and nurture activities to educate pupils	
100% of disadvantaged pupils not on SEN register to meet standard	Use of pupil premium finding – see action plan	
All pupils to have access to the relevant curriculum	Review provision when pupils join our school Pre-visits of venues to ensure all pupils can take part in visits	
Pupils with additional needs have good attendance	Relevant training of staff to ensure pupils’ needs, including medical needs, can be met during the school day	