

TANWORTH-IN-ARDEN COFE PRIMARY SCHOOL AND NURSERY

EQUALITY, DIVERSITY AND INCLUSION POLICY

Tanworth-in-Arden CofE Primary School and Nursery is committed to valuing equality, celebrating diversity and actively supporting practices that promote genuine equality of opportunity for all.

1. Introduction

Tanworth-in-Arden CofE Primary School and Nursery is committed to promoting a positive and inclusive culture in which all staff and pupils are valued, included and supported to fulfil their potential irrespective of their age, disability, race, religion, belief, sex, sexual orientation, gender identity, pregnancy or marriage /civil partnership.

We recognise our obligations under the Equality Act 2010 and are committed to promoting equality and diversity with all those we work with, especially our employees, pupils and visitors. We oppose all forms of unlawful and unfair discrimination, bullying, harassment and victimisation and will make every effort to comply with the requirements of the Act and its subsequent provisions.

The following groups have been identified as key recipients in terms of the provision of this statement:

- Looked After or on the edge of Care (Early Help)
- Special Educational Needs / Learning Difficulties and Disabilities
- Excluded or at risk of exclusion from school
- From a minority ethnic group, including Gypsy, Roma and Traveller
- Have English as an additional language
- Are missing in education
- Have ill health, including hospitalisation, affecting attendance at school
- Are Not in Education, Employment or Training (NEET)
- Drug or alcohol abuse
- School age / teenage parents
- Young carers
- Offending or at risk of offending
- Mental health issues
- In receipt of free school meals
- Live in areas of deprivation
- Gifted and talented

This policy and all associated procedures apply to all staff (including volunteers and students on placement), young people and visitors and should be read in conjunction with the following policies:

- Anti-Bullying Policy
- Complaints Policy
- E-Safety and Multi-Media Policy
- Health and Safety Policy
- Behaviour/Relationships Policy
- Educational Visits Policy
- Privacy Policy
- Recruitment Policy
- Restrictive Physical Intervention (RPI) Policy
- Safeguarding and Child Protection Policy
- Whistle Blowing Policy
- Staff Code of Conduct

Failure to comply with these policies and procedures may result in disciplinary action. Discriminatory treatment, bullying, harassment or victimisation of staff or young people by visitors will also not be tolerated.

2. Compliance

Compliance with the Equality Act 2010 is the responsibility of all members of staff. Tanworth-in-Arden CofE Primary School and Nursery does not condone any act of discrimination, discrimination, bullying, harassment or victimisation. Any breach of this policy may lead to disciplinary action.

3. Definitions

The Equality Act covers nine protected characteristics upon which discrimination is unlawful:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

4. Public Sector Equality Duty

Schools have additional responsibilities through the Public Sector Equality Duty. When public authorities carry out their functions, they must have due regard to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity between people who share a protected characteristic and those who don't
- foster or encourage good relations between people who share a protected characteristic and those who don't

5. Roles and responsibilities

The Headteacher with support of the Chair of Governors overall responsibility for all equality, diversity and inclusion matters at Tanworth-in-Arden CofE Primary School and Nursery.

It is the responsibility of all staff to:

- Treat colleagues, pupils and visitors with dignity and respect; and avoid behaving in any manner that may give rise to claims of discrimination, bullying, harassment or victimisation;
- Support and participate in any measures introduced to promote equality and diversity;
- Actively challenge discrimination and disadvantage in accordance with their responsibilities;
- Report any issues associated with equality and diversity in accordance with this policy.

It is important to recognise that an employee is personally responsible for their own acts of discrimination, bullying, harassment or victimisation carried out during their employment, whether or not the employer is also liable.

Any attempt to instruct, cause or induce another person to discriminate, bully, harass or victimise a third person will also amount to unlawful discrimination and any employee doing so will be subject to disciplinary action

6. Duty to make reasonable adjustments

We will actively seek to make reasonable adjustments to ensure that people with a disability (whether visible or invisible) -have equal access to opportunities and resources. We will take positive and proactive steps to remove, reduce or prevent the obstacles faced by an individual with a disability, as far as is reasonable.

7. Admissions policy

Our admissions criteria are defined under the admissions policy and are applied consistently to every pupil, irrespective of any protected characteristic.

8. Curriculum delivery

The curriculum is crucial to tackling inequalities for pupils including gender stereotyping, preventing bullying and raising attainment for certain groups. The principles of equality and diversity are embedded in our academic and social curriculum.

Positive and proactive steps will be taken to prevent discrimination against, or bullying, harassment or victimisation of, any young person in the provision of education. We will ensure fair access to benefits, facilities or services including educational trips, work experience and leisure activities.

9. Exclusion policy

The decision to exclude a child for a fixed period or permanently is a last resort. Our exclusion criteria are defined under the exclusion policy and are applied consistently to every pupil, irrespective of any protected characteristic.

10. Recruitment and selection

All employees, whether part-time, full-time, temporary or permanent will be treated fairly and equally.

11. Equality Objectives

- To promote cultural development and understanding through a varied range of experiences
- To tackle prejudice and promote understanding in relation to difference
- To ensure that all pupils are given similar opportunities with regards to after school clubs/activities
- To narrow the gaps in attainment between protected / disadvantages groups and the best attaining pupils
- To enable access to information for all parents/carers
- To ensure that the school facility is welcoming and accessible for all

We will monitor and collect data in relation to:

- Special Educational Needs
- Social Demographics (i.e. Pupil Premium)
- Ethnicity
- English as an additional language (EAL)
- Gender

12. 2024 Review Addition: We recognise the need to meet our public sector duty in relation to the Equality Act 2010 but see legal compliance as the minimum requirement for eradicating discrimination and intolerance. We plan to take steps towards equity and inclusion and creating a culture where everyone within Tanworth in Arden Primary School and Nursery feel safe, happy and supported in the spirit of John 10:10 "I have come that they may have life, and have it to the full".

