



Equality and Diversity Policy



The
Birkenhead Park
School

Adopted by LGB: 2 March 2020
Review Period: 3 years
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Person responsible for policy: Clerk

EQUALITY AND DIVERSITY POLICY

Equality and Diversity - Introduction

Equality and diversity are at the heart of The Birkenhead Park School. The Equality Act 2010 gathers together various different pieces of equality legislation which have been developed over a number of recent years. It sets out some key equality provisions for the delivery of education and a requirement for public bodies to eliminate discrimination, advance equality of opportunity and foster good relationships between different groups. Against the background of the UK's increasingly diverse communities, The Birkenhead Park School recognises that this Act plays a major role in recognising the UK's historic commitment to tolerance.

We are a diverse, increasingly multicultural, and inclusive community. We will always respect and protect the dignity and worth of all members of our community without regard to gender, race, disability, religion or belief, sexual orientation, gender reassignment or pregnancy.

We believe that education is both broadened and strengthened by the inclusion of people with a broad range of backgrounds and perspectives. We believe that all of us both contribute to, and benefit from, the similarities and differences we bring to our school. Each one of our students, parents, teachers and staff brings to our community a unique perspective, background, and set of experiences and we believe that we are the richer for it.

Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination
- advance equality of opportunity
- foster good relations

We understand the principle of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision),
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- breastfeeding
- religion or belief
- sexual orientation
- Marriage and Civil Partnership (for employees)

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both children and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents occur we address and challenge them immediately.

School Community Responsibilities

Headteacher

As above including promoting key messages to staff, parents and children about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that the school community receives adequate training to meet the need of delivering equality. This includes student awareness and consideration of school promotion and information materials. Ensuring that all staff are aware of their responsibility to record and report prejudice related incidents.

Senior Leadership Team

To support the Headteacher. Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.

Teachers

Help in delivering the right outcomes for children. Uphold the commitment made to children and parents on how they can be expected to be treated. Design and deliver an inclusive curriculum. Ensure that they are aware of their responsibility to record and report prejudice related incidents.

Support Staff

Support the school in delivering a fair and equitable service to all stakeholders. Uphold the commitment made by the Headteacher on how students and parents can be expected to be treated. Support colleagues within the school community. Ensure that they are aware of their responsibility to record and report prejudice related incidents.

Parents

Take an active part in identifying barriers for the school community and in informing the school of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.

Students

Supporting the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the Headteacher on how students and parents, staff and the wider school community can be expected to be treated.

School Council

Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Monitoring progress towards achieving equality objectives.

Local Community Members

Take an active part in identifying barriers for the school community and in informing the school of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.

We will ensure that the whole school community is aware of the Single Equality Policy and our published equality information and equality objectives by publishing them on our website

Breaches

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Headteacher and using BePART Educational Trust policy and guidance.

Monitor and Review

Every three years, we will review our objectives in relation to any changes in our school profile. Our objectives will link to our overall school development plans and therefore will be reviewed as part of this process.