



Equality & Diversity Policy

Policy Details:

Reviewed: January 2022

Next review: January 2024

Policy history:

September 2021	Renamed policy as Equality & Diversity Policy Legal information removed as this was information and not an explanation of practice	James Bancroft (Principal)
March 2019	Policy reviewed	James Bancroft (Principal)
October 2017	Policy completely updated, using Sandbach Primary Academy policy	James Bancroft (Principal)



Equality & Diversity Policy

Equality Statement

This school policy operates within The Learning For Life Partnership's Equality and Diversity Policy.

In line with the Equality Act 2010 and the Public Sector Equality Duty (PSED) we believe that all members of our school community should have the opportunity to achieve their full potential, regardless of race, disability, gender, age (for staff only), religion or belief, sexual orientation, pregnancy and maternity, marriage or civil partnership, gender reassignment. We believe that there are no outsiders at Wistaston Church Lane Academy and we aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

Where groups of pupils are significant, the achievement will be monitored by race, gender, term of birth, FSM (free school meals), Pupil Premium entitlement and SEND. We will use this data to support pupils, raise standards and ensure inclusive teaching and learning.

We will tackle discrimination through the No Outsiders programme as part of our Relationships Education Policy. We will positively promote equality, challenge bullying and stereotypes and create an environment which champions respect for all. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

Our school is located on the outskirts of Crewe in Cheshire, in the semi-rural village of Wistaston with a predominantly white British population of around 9000. Our school has a very small number of pupils with a background other than white British. As the children do not always experience diversity in the community, it is important that the children experience different ethnicities through our curriculum.

Our aims are to:

- Ensure that the culture and ethos of the school is one in which no one feels like an outsider – everyone is valued and treated with respect
- Provide a broad, balanced and enriched curriculum that enables us to meet a wide range of individual learners' needs, goals and aspirations.
- Provide a secure environment in which all our children can flourish and in which all contributions are valued.
- Include and value the contribution of all families to our understanding of equality and diversity.
- Provide positive non-stereotyping information about different ethnic groups and people with disabilities or learning difficulties, and address racism and discrimination.
- Improve our knowledge and understanding of equality and diversity through ongoing CPD
- Ensure that quality and diversity is at the heart of all we do
- Ensure that procedures for recruiting and selecting staff will be sensitive to, and promote, equality of opportunity
- Ensure that the ethos and environment of our schools enables all pupils, staff and visitors to feel welcome, supported and valued, with access to all to our facilities and services
- Encourage pupils and staff to recognise, understand and value diversity
- Provide training for all staff, and LAB members to enable them to understand our policy, participate in its implementation, and promote equality of opportunity.

Responsibilities

- The Local Advisory Board will ensure that the school complies with equality legislation
- The Principal and staff will implement this policy in all areas of school life, identifying and challenging bias and stereotypes within the curriculum and culture of the school.
- All breaches of this policy will be investigated using the appropriate procedures and reported to the Local Advisory Board as required.



Curriculum

The school follows the No Outsiders programme as part of its Relationships, Sex and Health Education Policy. Although this programme is highly effective in promoting equality, it should not be assumed that this is all that is required. Teachers will identify address specific issues as they arise.

Teaching and Learning

All children will be given the opportunity to do the best they can in every lesson.

Admissions and exclusions

Our admissions arrangements are fair and transparent, and do not discriminate on disability, gender reassignment, race, religion or belief, or sex (known as 'protected characteristics').

Exclusions will always be based on the school's Behaviour Policy. We will closely monitor exclusions to avoid any potential adverse impact and ensure any discrepancies are identified and dealt with.

Disabilities

Schools are allowed to treat disabled pupils more favourably than non-disabled pupils, and in some cases are required to do so, by making reasonable adjustments to put them at a more level footing with pupils without disabilities. The duty to make reasonable adjustments applies only to disabled people. For schools the duty is summarised as follows:

- Where something a school does places a disabled pupil at a disadvantage compared to other pupils then the school must take reasonable steps to try and avoid that disadvantage.
- Schools will be expected to provide an auxiliary aid or service for a disabled pupil when it would be reasonable to do so and if such an aid would alleviate any substantial disadvantage that the pupil faces in comparison to non-disabled pupils.

The school is proud to be as inclusive as it possibly can.

Acts of Worship

Schools are required to hold a daily act of collective worship. Schools will not be acting unlawfully if they do not provide an equivalent act of worship for other faiths. Schools are free to celebrate religious festivals and could not be claimed to be discriminating against children of other faiths.

Single-Sex Sports

The Equality Act permits single-sex sports. The school will endeavour to allow equal opportunities for all children to participate in comparable sporting activities. Our Infant Sports day is organized so that boys and girls usually compete together. Our Junior Sports day is organized into single-sex races.

Equal Opportunities for Staff

This section deals with aspects of equal opportunities relating to staff at Wistaston Church Lane Academy. We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment. All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. However we strive to ensure wherever possible that the staffing of the school reflects the diversity of our community.

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. We aim to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.

The school will follow the trust's guidance regarding including a positive action statement in all job advertisements.



Wistaston Church Lane Academy

"We will challenge, excite and encourage a love of life and learning in every child"

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Relevant Legislation

Race Relations Act 1976 and Race Relations Amendment Act 2000

Sex Discrimination Act 1986

Children and Families Act 2014

SEND Code of Practice 2014

Equalities Act 2010