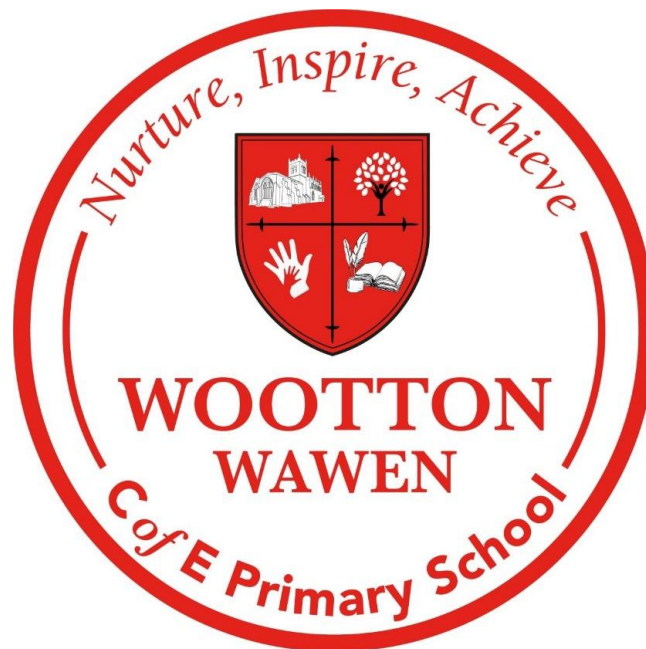


Wootton Wawen C of E Primary School Equality & Diversity Policy



This policy was approved by the Full Governing Body and supersedes any previous Equality & Diversity Policy. The policy has been developed by the SLT in consultation with governors (including parent governors). It will be reviewed every 2 years or earlier if needed.

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|--------------------|---------------|
| APPROVAL DATE | December 2022 |
| REVIEW DATE | December 2024 |
| Head of School | |
| CHAIR OF GOVERNORS | |

Equality and Diversity Statement

The Governors and staff of Wootton Wawen C of E Primary School are committed to the principle and practice of equality of opportunity. We have an inclusive ethos which means all staff, pupils and parents work together to ensure that everyone, regardless of race, gender, sexual orientation, disability or social background can thrive. Our school embraces the aim of working together with others to improve children's educational and well-being outcomes.

Through our PSHE, RE and assemblies, we ensure our pupils consider and value diversity and celebrate different cultural inheritances, even if they have little direct experience of them.

Pupils are taught to respect and celebrate difference and understand that everyone, regardless of race, gender, sexuality or disability has equal value. Staff model respect and understanding in all their dealings within school. Empathy and care for others are part of our core values.

We aim to

Continue to build pupils' understanding of equality & diversity with school practices promoting and supporting the school's equality & diversity statement

This is achieved through:

- Regular audits of resources
- Targeted assemblies that focus on our termly values
- Visitors
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Legal Duties

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

- Eliminate discrimination
- Advance equality and 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
- Ethnicity
- Gender
- Gender reassignment

- Maternity and pregnancy
- Religion and belief
- Sexual identity
- Marriage and civil partnership (for employees)

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.

From September 2022 we have introduced a new PSHE and RSE curriculum which addresses topics linked to building healthy relationships and living in the Wider World.

Promoting Equality and Managing Diversity

Our Equality objectives

- To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities. We aim to meet this objective with particular reference to issues of equality and diversity.
- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.
- To move beyond deterministic notions of fixed ability and to model teaching and learning behaviours that avoid labelling.
- To narrow the gap between less able learners and the rest of the children.
- To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010.
- To tackle prejudice and stereo and promote understanding in relation to people with disabilities
- To challenge stereotyping

Curriculum, Assessment, Pupil Achievement and Progress

We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. To enable this to happen we provide an appropriate curriculum for pupils of all backgrounds. We will monitor and evaluate its effectiveness through target setting and data analysis. A range of methods and strategies are used to assess pupil progress. Assessments are analysed for gender, culture and social issues, considering access issues. We will analyse pupil performance by ethnicity, gender, disability and special educational need and social background. Any disparities which are identified will be addressed through targeted curriculum planning, teaching and support. We will ensure that we work with parents to achieve the best outcomes.

All pupils participate in the mainstream curriculum of the School. The curriculum builds on pupils' starting points and is differentiated appropriately to ensure the inclusion of:

- boys and girls;
- pupils learning English as an additional language;
- pupils from minority ethnic groups;

- pupils who are gifted and talented;
- pupils with special educational needs and disabilities (SEND)
- pupils who are in care (LAC); pupils with EHAs/ home issues
- pupils who are at risk of disaffection and exclusion.

Each area of the curriculum is planned to incorporate the principles of equality and to promote positive attitudes to diversity. All subjects contribute to the spiritual, moral, social, and cultural development of pupils.

Staffing Employment and Training

The School adheres to recruitment and selection procedures which are fair, equal and in line with statutory duties and Warwickshire County Council guidelines. We will take steps to encourage people from underrepresented groups to apply for positions at all levels in the School and ensure recruitment and selection procedures are monitored.

Equality and diversity issues are reflected in our School’s employment practices.

Everyone associated with the School is informed of the contents of the policy.

All staff and visitors must support the ethos of the School, promoting equality and challenging bias and stereotyping wherever it is observed.

The skills of all staff, including non-teaching and part-time staff are recognised and valued.

All staff are given status and support and are encouraged to share their knowledge.

Staff handbooks and regular professional development activities are available for all staff members to support their practice in relation to this policy.

Staff and visitors provide a wide range of role models and the school strives to reflect the diversity of the local and wider community. We will ensure that staff training continually highlights equality issues. Equality is incorporated in the induction programme for new staff. (see induction folder)

Responsibilities

We believe that promoting Equality is the responsibility of everyone in the school community:

| School Community | Responsibility |
|--------------------------------------|---|
| Governing Body | <ul style="list-style-type: none"> - Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. - The governing Body will also agree the Equality Statement and objectives. |
| Executive Head Head of School | <p>As above including:</p> <ul style="list-style-type: none"> - Promoting key messages to staff, parents and pupils 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 whole school community receives adequate training to meet the need of delivering equality, including pupil awareness. - Ensure that all staff are aware of their responsibility to record and report prejudice related incidents. |

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| Senior Management Team | <ul style="list-style-type: none"> - To support the Executive Head and Head of School as above. - 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. |
| Teaching Staff | <ul style="list-style-type: none"> - Help in delivering the right outcomes for pupils. - Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. - Design and deliver an inclusive curriculum. - Ensure that you are aware of your responsibility to record and report prejudice related incidents. |
| Non -Teaching Staff | <ul style="list-style-type: none"> - Support the school and the governing body in delivering a fair and equitable service to all stakeholders. - Uphold the commitment made by the head teacher on how pupils and parents/carers can be expected to be treated. - Support colleagues within the school community. - Ensure that you are aware of your responsibility to record and report prejudice related incidents. |
| Parents | <ul style="list-style-type: none"> - Take an active part in identifying barriers for the school community and in informing the governing body 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. |
| Pupils | <ul style="list-style-type: none"> - Support the school to achieve the commitment made to tackling inequality. - Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated. |
| Local Community Members | <ul style="list-style-type: none"> - Take an active part in identifying barriers for the school community and in informing the governing body 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 Equality and Diversity Statement and our published equality information and objectives by publishing them on the school's website.

Addressing Prejudice Related Incidents

Wootton C of E Primary 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 fare less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance

material. The Local Authority may provide some support

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 head teacher and governing body.

Monitor and Review

Our equality and diversity statement will be reviewed each year and the policy reviewed every two years