



St. Anne (Stanley) C of E Primary School



Equal Opportunities and Diversity Policy

Rationale

This single policy replaces separate policies the school has on race, disability and gender to eliminate discrimination, advance equality of opportunity and foster good relations. It reflects the legal duties set out in the Equality Act 2010 and non-statutory guidance set out by the government in December 2011 and March 2012. Part One sets out the school's aims to promote equality of opportunity and comply with the Act; Part Two sets out the legal duties which are referred to in Part One. To view the school's current equality objectives see our Aims and Objectives, accessible on the website. The primary aim of Dunsford Community Primary School is to enable all pupils to take part as fully as possible in every part of school life by developing each child's self-confidence, recognising their strengths and encouraging them to achieve their full potential. At Dunsford Community Primary School we will take steps to advance equality of opportunity, foster good relations and eliminate discrimination or harassment across all the protected characteristics (age, race, gender reassignment, disability, marriage and civil partnership, religion and belief, pregnancy and maternity, gender, sexual orientation) within the school community.

At St. Anne's we are committed to ensuring that each and every person accessing the School has equal access to the activities and services on offer to help everybody achieve more.

At St. Anne's we will offer a warm and welcoming environment for all School users where people are treated as individuals and respected and valued for their differences.

St. Anne's has written this policy to ensure that best practice and procedures are carried out at the School.

Aims of St. Anne's:

- *To encourage the principle of fairness through the services and educational opportunities we provide at the School.*
- *To remove discrimination and any barriers which prevent access to services and learning opportunities.*
- *The School will ensure that recruitment of staff is transparent and equal for everyone to achieve.*
- *The School will not stereotype or accept prejudice of any kind and will foster positive and tolerate attitudes in children and adults.*

- *The School will respect and celebrate the cultural diversity of the local community.*

Implementation of the Policy

- The School supports and will endeavour to promote community cohesion.
- Members of staff will act as the role models and foster a positive atmosphere of mutual respect and trust among children and adults from all ethnic groups.
- The School is sensitive to the dietary and clothing requirements of religious groups and will cater for the range of dietary requirements.
- The School has clear policy and procedures for dealing with bullying. Incidents are dealt with immediately and staff will always be fair and consistent in their approach.
- The School keeps records and logs of all incidents of harassment. The records include details of any action taken by staff members.
- Staff, children and parents are made aware of key policies which promote equality of opportunity as part of the induction process.

Equal Opportunities Procedures at St. Anne's

St. Anne's will:

- Ensure that all services and activities offered at the School are equally accessible to all groups in the local community regardless of race, gender, or any other groups which could be discriminated against.
- The School will establish effective partnerships with parents, partners and professionals to enable all School users to achieve more.
- Promote tolerance, respect and understanding of equal opportunities issues when planning and organizing services and activities at the School.
- Provide opportunities for children and adults to celebrate their cultural identity by providing a range of events and activities.

- Ensure clear and transparent recruitment procedures which are fair, open and non-discriminatory to any individual or group.
- Try to build a team of staff and volunteers which reflects the cultures in the local community.
- Ensure that all staff and volunteers understand the principles and procedures of the Equal Opportunities Policy and how this impacts on their work and practices in the School.
- All members of staff will be expected to lead by example by displaying tolerant and respectful attitudes and behaviour and challenging any discriminatory incidents.

Headteacher - Roles and Responsibilities

To ensure that;

- *Members of staff and volunteers receive high quality training to help them to understand and follow the principles outlined in the Equal Opportunities Policy.*
- *The Equal Opportunities Policy is reviewed regularly with Governors and makes changes which take into account new legislation or guidance.*
- *Action is taken immediately to deal with any incidents or harassment or discriminatory behaviour.*

All policies and procedures will be kept under review to ensure they do not operate in a discriminatory manner or in anyway against its commitment to equal opportunities.

Reviewing, Monitoring and Evaluating of Inclusive Practices

The Headteacher will undertake the monitoring, evaluation and review of practices at the School to ensure that they are inclusive.

This will involve;

- *Observation of activities*

- *Discussions with children, parents and staff.*

Disability Equality Impact Assessment

Assessment will include consideration of issues identified by the involvement of disabled children, staff and parents and any information the school holds on disabled children, staff and parents.