



**Lings Primary School**

**Equality and Diversity  
Policy**

**Date of Last Review: May 2017**

**Date of Next Review: May 2018**

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## **1 Context**

The legal framework for this policy is:

- Race Relations Act 1976 (as amended in 2000)
- Disability Discrimination Act 1995 (as amended in 2005)
- Children Act 2004
- Equality Act 2006
- Education and Inspections Act 2006
- Duty to Promote Community Cohesion, Education and Inspections Act 2006

## **2 Aims and Values**

Lings Primary School is a welcoming school, where everyone is valued highly and where tolerance, honesty, co-operation and mutual respect for others are fostered.

We are committed to the development of the whole person within a supportive, secure and creative environment.

A broad, balanced and appropriate curriculum provides equal opportunity for all pupils to maximise their potential regardless of age, sex, race, colour, religion or disability.

We endeavour to promote positive relationships with parents, Governors and members of the wider community.

We aim to promote equality and tackle any form of discrimination and actively promote harmonious relations in all areas of School life.

We seek to remove any barriers to access, participation, progression, attainment and achievement.

We take seriously our contribution to community cohesion.

We aim to:

- provide a secure environment in which all our children can flourish and achieve all five outcomes of '**Every Child Matters**' (be healthy, stay safe, enjoy and achieve, make a positive contribution, enjoy economic well-being).
- provide a learning environment where all individuals see themselves reflected and feel a sense of belonging.
- prepare children for life in a diverse society, in which children are able to see their place in the local, regional, national and international community.
- include and value the contribution of all families to our understanding of equality and diversity.
- provide positive non-stereotyping information about different groups of people, regardless of gender, ethnicity, disability, sexual orientation, religion and age.
- plan systematically to improve our understanding and promotion of diversity.
- actively challenge discrimination and disadvantage.
- make inclusion a thread which runs through all our activities.

To achieve these aims, we will:

- involve stakeholders in the development, review, evaluation and impact assessment of all relevant improvement plans, policies and procedures.
- publish and share our policies and impact assessments with the

whole community.

- collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage.
- use all available data to set suitable learning challenges for all, respond to pupils' diverse needs and overcome any potential barriers to learning.
- ensure that the wider school curriculum makes explicit and implicit provision to promote and celebrate diversity.
- have high expectations of behaviour which demonstrates respect for others.

### **3 Leadership, Management and Leadership**

Lings Primary School is committed to:

- being proactive in promoting good relationships and equality of opportunity across all aspects of school life and the wider community.
- encouraging, supporting and enabling all pupils and staff to reach their potential and make a positive contribution.
- working in partnership with families, the Local Authority and the wider community to establish, promote and disseminate inclusive practice and tackle discrimination, ensuring that our **Equality and Diversity Policy** is followed.

#### **3.1 Responsibilities of the Governing Body**

It is the Governing body's responsibility to:

- ensure the School complies with equality legislation.

- meet requirements to publish equality schemes.
- ensure that the School's policy and its procedures and strategies are carried out and monitored with appropriate impact assessments informing future plans.
- scrutinise the recording and reporting procedures at least annually.
- follow the Local Authority's admissions policy, which is fair and equitable in its treatment of all groups.
- monitor attendance and take appropriate action where necessary.
- have equal opportunities in staff recruitment and professional development and membership of the Governing Body.
- provide information in appropriate, accessible formats.
- be involved in dealing with serious breaches of the Policy.
- Be pro-active in recruiting high quality applicants from under-represented groups.

### **3.2 Responsibilities of the Head Teacher**

It is the Head Teacher's responsibility to:

- implement the Policy and its strategies and procedures.
- ensure all staff receive appropriate and relevant continuous professional development
- actively challenge and take appropriate action in any cases of discriminatory practice.
- deal with any reported incidents of harassment or bullying in an appropriate manner.

- ensure all visitors and contractors are aware of and comply with the School's Equality and Diversity Policy.
- Produce a report on progress for Governors annually.

### **3.3 Responsibilities of All Staff**

It is the responsibility of all staff to:

- be vigilant in all areas of the School for any type of harassment or bullying.
- deal effectively with all incidents from overt name-calling to the more subtle forms of victimisation caused by perceived differences.
- identify and challenge bias and stereotyping within the curriculum and in the School's culture.
- promote equality and good relations and not discriminate on grounds of race, gender, religion, age and sexual orientation.
- Promote an inclusive curriculum and whole school ethos which reflects our diverse society.
- Keep up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources.

### **3.4 Breaches of the Policy**

All breaches of the Policy will be rigorously followed up using appropriate procedures and reported to the Governing Body and Northampton Primary Academy Trust as required.

## **4 Policy Planning and Review**

Whilst we have a duty to develop and publish equality schemes in relation to race, gender and disability, we at Lings Primary School are considering all aspects of diversity and equality in this comprehensive policy. This is embedded in the actions which constitute the School Development Plan.

### **4.1 Policy planning and development**

- In the planning and development stage of policy making, we will ensure we have consulted and taken into account stakeholder views.
- All improvement plans will be designed with an element of impact assessment built in to monitor the success of each activity.
- There will be a regular review of the impact of all policies and procedures on equality and diversity to address any areas of inequality. For example, attainment and achievement will be analysed to ensure progress for all, especially in relation to any identified disadvantaged groups; attendance and exclusion data will be reviewed to ensure no over-representation by any one group.
- Our target setting processes ensure appropriate, challenging targets are set in relation to identifiable groups as well as individual pupils or cohorts.

### **4.2 Monitoring and Quality Assurance**

- Each pupil's progress is monitored and tracked. The resulting data are analysed with respect to gender, race, ability or additional needs, looked after status.

- In addition to monitoring to rule out potential disadvantage, quality assurance procedures ensure Lings Primary meets its duty to promote diversity. For example, lesson observations record evidence of differentiation and texts are reviewed to ensure appropriateness and inclusivity.
- The data collected are used to inform school planning, target setting and decision making.

**Confirmatory Signatures**

Signed.....**Head Teacher**

Signed.....**Governor**

Approved on.....

To be reviewed on.....