

Brackenwood Infant School



Equality and Diversity Policy

		Name	Signature	Name	Signature
Date Adopted					
Review Date					

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1. Overview

At Brackenwood Infant School we promote equity and diversity in all areas of our life and work.

We are committed to giving due regard to equal treatment and opportunity for all staff, children and members of the wider community. We do all we can to eliminate discrimination and to foster good relations amongst all connected with the school.

2. Statutory Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

3. Protected Characteristics

The Equality Act covers nine protected characteristics, which cannot be used as a reason to treat people unfairly.

They are:

- Age (employees)
- Disability
- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

4. School Intent

- To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
- To ensure that teaching and learning promoted equality, celebrates diversity and promotes community cohesion.
- To ensure no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex or sexual orientation.
- To recognise and celebrate diversity within our community whilst promoting community cohesion.

- To ensure that those with management responsibility and individual staff accept responsibility for planning, organisation and delivery of appropriate educational material to ensure that this policy for equity and diversity is woven into all we do.
- To ensure that learners and parents are fully involved in the provision made by the school.
- To ensure that within the school budget appropriate funding is provided to underpin this policy.

5. Legislation and Guidance

This document meets the requirements under the following legislation:

[The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination

[The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

This document also complies with our funding agreement and articles of association.

6. Roles and Responsibilities

The governing board will:

Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents

Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years

Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher

The equality link governor is Denise Malcolm. They will:

Meet with the designated member of staff for equality every term, and other relevant staff members, to discuss any issues and how these are being addressed. This may be through a governor committee forum

Ensure they're familiar with all relevant legislation and the contents of this document

Attend appropriate equality and diversity training

Report back to the full governing board regarding any issues

The Headteacher will:

Promote knowledge and understanding of the equality objectives among staff and pupils

Monitor success in achieving the objectives and report back to governors

The designated members of staff for equality are Sally Thomas and Alex Smith and they will:

Support the Headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils

Meet with the equality link governor every term to raise and discuss any ways forward
Support the Headteacher in identifying any staff training needs, and deliver training as necessary

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 11.

7. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every 2 years

The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

8. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with disabilities)

Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)

Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies or clubs)

Monitoring and reviewing the procedures and practices within the school to reflect the objectivity of the policy

Involving and consulting with families regarding the provision being offered by the school

Ensuring that the Teachers planning, teaching and learning takes account of this policy and ensures that equity underpins all their work

The diversity within our school and the wider community will be viewed positively by all and this diversity will be recognised as a rich source for teaching, learning and the curriculum

INSET opportunities will be provided for staff, to raise awareness and provide practical examples of suitable curricular materials

Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

Report any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils or required CPD

9. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to authors from a range of backgrounds

Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute

Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community

Encouraging and implementing initiatives promote inclusion of different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of the protected characteristics

We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

10. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

Cuts across any religious holidays

Is accessible to pupils with disabilities

Has equivalent facilities for boys and girls

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

11. Equality objectives

At Brackenwood Infant School we promote equity and diversity in all areas of our life and work.

We are committed to giving due regard to equal treatment and opportunity for all staff, pupils and members of the wider community. We do all that we can to eliminate discrimination and foster good relations amongst all connected with the school.

12. Monitoring arrangements

The full board, individual governors and Headteacher will update the equality information we publish at least every year.

This document will be reviewed by the full board, individual governors and Headteacher at least every 4 years.

This document will be approved by the full board, individual governors and Headteacher].

13. Links with other policies

This document links to the following policies:

Accessibility plan

Risk assessment

PE Sport Grant strategy

SEND Policy

SEND Report