

Equality & Diversity Policy

Legal Framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Equality Act 2010
- DfE (2018) 'Keeping children safe in education'

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

This policy operates in conjunction with the following school policies:

- Anti –Bullying Policy
- Behaviour Policy
- Child Sexual Exploitation Policy
- Equality & Diversity
- E Safety and Acceptable Use Policy
- Keeping Children Safe in Education
- Lesbian, Gay, Bisexual, Trans (LGBTQ) Policy
- Mental Health Policy
- PSHE Policy
- Safeguarding & Child Protection Policy
- Uniform Policy

Equality Policy Statement

The Governors of Epinay School wish to state that they are committed to working to ensure that everyone has an equal opportunity to succeed and that no member of this school will suffer or be disadvantaged by direct or indirect discrimination be it on the grounds of race, colour, nationality or ethnic or national origins, gender, nationality, faith age, disability or sexual orientation.

At all times we will be vigilant for aspects of our work and play which might hurt or disadvantage others. All acts of deliberate bullying and harassment will not be tolerated. Discrimination in all its forms on grounds of race, faith, sex, gender identity LGBTQ+, disability, mental health, age, weight or socioeconomic background will not be tolerated.

Aims and Values

Epinay School is committed to promoting a positive and diverse culture and achieving equality of opportunity for all pupils, parents, staff, governors and visitors, ensuring all are respected, valued and supported to fulfil their potential, irrespective of their protected characteristic. We believe that all people are of equal value and are entitled to equality of opportunity. We will not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnership
- Race (including colour, nationality, and ethnic or national origin)
- Religion and belief
- Sex
- Sexual orientation

We recognise our obligations under the Equality Act 2010 and are committed to promoting the equality and diversity of all those we work with. We oppose all forms of unlawful and unfair discrimination, bullying and harassment and will make every effort to comply with the requirements of the Act and its subsequent provisions.

As a school we are committed to actively tackling discrimination and bullying of all types including:

- Teaching pupils to accept and acknowledge one another's differences and to celebrate success and achievement for all.
- Encouraging, supporting and helping all pupils and staff to reach their potential.
- Working with parents/carers and the wider community to tackle discrimination, including racial discrimination and to follow and promote good practice
- Making sure that all relevant legislation is followed
- Ensure staff are aware of the appropriate recording system.

Values, Principles and Standards

Equality of opportunity is fundamental to good practice in education, in which fairness of opportunity for all is a basic right. This policy is therefore underpinned by the following values, principles and standards:

- equality and social justice;
- acknowledging and valuing diversity;
- respect for others;
- compliance with equal opportunities legislation;
- elimination of all forms of prejudice and unfair discrimination;

- active challenge to stereotypes,
- prejudiced attitudes and unfair discriminatory behaviour;
- commitment to inclusive education which enables and supports all pupils to develop their full potential;
- accountability for compliance with this policy by all members of the School;
- communities and others engaged in school business or activities

Objectives

The objectives of this Equality and Diversity Policy are to:

- develop an ethos which respects and values all people;
- actively promote equality of opportunity;
- prepare pupils for life in a diverse society;
- promote good relations amongst people within the school community and the wider communities within which we work;
- eliminate all forms of unfair discrimination,
- bullying, harassment or other oppressive behaviour through use of the School Disciplinary Procedures when required;
- deliver equality and diversity through our school policies, procedures and practice;
- do our utmost, within available resources, to remove barriers which limit or discourage access to school provision and activities;
- take positive action to provide encouragement and support to individuals and groups whose progress has been limited by stereotyping and cultural expectations;
- monitor the implementation of equality and diversity within the school;
- set targets for improvement and evaluate the impact of equality and diversity action in achieving our goals.

Roles and responsibilities

The governing board is responsible for:

- Making sure the school follows all of its equality and diversity policies and codes and meets its legal responsibilities with respect to equality.
- Monitor the effectiveness of the policy by receiving information on areas such as pupil learning, rates of exclusion and attendance.
- Ensure that recruitment and selection procedures are free from bias and do not discriminate against and applicant from differing backgrounds e.g. ethnicity, gender
- Ensure that admissions are non-discriminatory
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The head teacher is responsible for:

- Communicating clear commitment to eliminating inequality and racism
- Establishing high expectations of all – school ethos
- Ensuring that equality is given high priority

- Ensuring policies and procedures are in place to comply with all equality legislation;
- ensuring the school implements its equality and diversity policies and codes of practice;
- following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying;
- ensuring that appropriate records are kept of any cases of unfair discrimination, harassment or bullying.
- Taking appropriate action in cases of harassment and discrimination

The senior management team is responsible for:

- Support the Head Teacher in all the above areas
- Manage delegated responsibilities with respect to equality e.g. multicultural work
- Monitor the effectiveness of the implementation of the equality policy and provide support where necessary
- Ensure that all staff know their responsibilities and receive the support and training necessary to carry them out; following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying/

All staff are responsible for:

- promoting equality and diversity, and avoiding unfair discrimination
- Ensuring that discrimination on grounds of race, faith, gender, LGBTQ+, disability, mental health, age, weight or socioeconomic background will not be tolerated.
- Recognising and dealing with bias and being able to recognise and tackle bias and stereotyping
- challenging any incidents of unfair discrimination or racial, sexual or other stereotyping, perpetrated by pupils or other staff;
- Ensuring good access to the curriculum and learning for all pupils
- Promoting understanding about cultures and religious diversity in society through relevant parts of the curriculum
- reporting any incidents of unfair discrimination, harassment or bullying to senior managers.

Pupils/students are responsible for:

- respecting others in their language and actions;
- following all of the School's equality and diversity policies and codes of conduct

Policy approved by Governors: May 2023

Date of next review by Governors: June 2024