

Equality and Diversity Policy

2024-2025



What is Diversity and Equality?

It is a legal obligation to protect against discrimination. Discrimination can be against a person's sex, gender, disability, sexual orientation, religion, belief, race, gender reassignment, pregnancy or maternity or age.

It is unlawful to discriminate by association or perception.

Diversity can be defined as the sum of the ways that people are both alike and different.

On 1st October 2010, the Equality Act 2010 replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. It has consolidated this legislation and also provides some changes that schools need to be aware of. The Equality Act 2010 provides a single, consolidated source of discrimination law. It simplifies the law and it extends protection from discrimination in some areas.

The Public Sector Equality Duty

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED), sometimes known as the 'general duty'.

It has 3 main elements:

1. Eliminate discrimination.
2. Advance equality of opportunity.
3. Foster good relations across all characteristics.

For schools, this means that we must be aware of the duty when making decisions and consider equality implications at the time we develop policies. It must be integrated into the school's functions.

Vision and Aims for Equality and Diversity

At Herringthorpe Infant School we are committed to enabling all children and the school community to **ACHIEVE**.

Our provision, policies and carefully planned curriculum; are all based around developing a child's:

Aspiration

Curiosity

Health

Independence

Excitement

Values

Our curriculum design ensures that we equip children with the skills and knowledge to...

Excel

We treat everyone fairly, celebrating difference and meeting different needs so that all members of our school community are free to learn and achieve their potential.

We aim to:

- Promote a working partnership between the school, parents and community which fosters our school vision.
- Through our curriculum, assemblies and positive role models we will help everyone understand the world in which they live and have mutual respect for the values of others.
- Through our Learning Skills curriculum we will promote skills for being a good citizen.
- To value individuality and recognise and respond to the needs of everyone.

Organisation and Planning

We work to remove barriers and we will not unfairly discriminate on any grounds. We do this by:

- Making appropriate changes to teaching resources.
- Accessing Local Authority Services and visitors into school.
- Supporting children's emotional needs through play therapy, SEMH, and support from specialist services
- Providing a curriculum, which promotes positive understanding of different characteristics, recognises the contribution that individuals and groups with protected characteristics make to society, and challenges stereotyping and discrimination.

Roles and Responsibilities

The policy applies to School Governors, Staff, Parents, Pupils (as appropriate) and all Visitors to the school.

It is the responsibility of all members of the school community to have a part to play in implementing this policy, promoting diversity and equality, challenging inappropriate behaviour or practice to remove barriers and avoiding discrimination.

- **The Governing Body** will oversee, monitor and review the policy ensuring that the policy and procedure are followed.
- **The Head Teacher** will make sure that the policy is available, that procedures are followed and that staff know their responsibilities, taking appropriate action when necessary.
- **The SENDCo** is responsible for provision mapping and supporting staff to achieve the best possible outcomes for individual pupils.
- **Subject leaders** are responsible for ensuring that all staff are kept informed of new developments.
- **All staff** are responsible for recognising, dealing with discrimination and promoting equal opportunities. Ensuring that pupils and visitors to school are clear about our expectations.

Monitoring and Review

Any allegation of a breach in the policy will be investigated by the Head Teacher or where appropriate the Governing Body. This may lead to disciplinary or other appropriate action being taken including police involvement.

The School believes all pupils should be safe and feel valued for themselves, whatever characteristics they may have. Bullying and harassment on the basis of identity (including a perceived characteristic, and by association with a protected characteristic) is unacceptable. Incidents will be logged, investigated and appropriate actions taken to prevent future

incidents and to support the victim as outlined in the School's Anti- bullying Policy.

The school procedure for dealing with complaints will apply and should be made to the Head Teacher or the Chair of Governors.

Monitoring and reviewing of this policy will take place annually and will be made accessible through the school website or will be made available in an alternative format as requested.

Review date January 2025