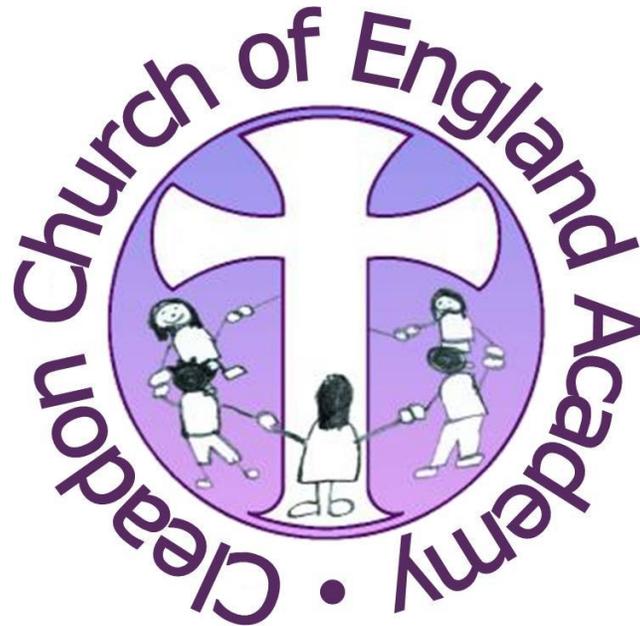


Cleadon Church of England Academy



Equality and Diversity Policy

Policy Agreed	Summer 2012
Policy Reviewed	Summer 2013 Autumn 2014 Autumn 2015 Autumn 2016 Autumn 2017 Summer 2018
Policy Review Date	Autumn 2019



Believe

Inspire

Excel

Mission Statement

Guided by our caring Christian ethos, we all work together to equip everyone with the skills, attitude, creativity and motivation to become happy successful lifelong learners and respectful global citizens.

Values	
We will bring our Christian ethos to life by:	
Striving for excellence	<ul style="list-style-type: none"> • Setting high expectations, • Showing pride, passion and self-belief, • Encouraging forward thinking and embracing challenge, • Promoting continuous learning, • Recruiting the right people, • Facilitating continuous improvement, • Providing the widest range of opportunities to excel.
Achieving together	<ul style="list-style-type: none"> • Learning and working together harmoniously, within a supportive environment, • Ensuring everyone is valued, • Enabling everyone to have a voice, • Promoting shared understanding and ownership, through collaboration, • Sharing good practice, and celebrating success, • Challenging ourselves and others, • Supporting the communities in which we live and work.
Showing respect	<ul style="list-style-type: none"> • Promoting the wellbeing of all members, • Recognizing everybody's contribution, • Demonstrating courtesy and fairness to all, • Embracing diversity and practicing tolerance, • Celebrating the individual.
Inspiring success	<ul style="list-style-type: none"> • Nurturing achievement and celebrating success, • Embracing inspiration and innovation, • Encouraging self-motivation, • Providing inspirational, creative teaching and challenge, • Providing positive role models, • Delivering a broad and exciting curriculum that engages and enthuses all learners.
Acting with integrity	<ul style="list-style-type: none"> • Maintaining professionalism at all times, • Valuing honesty, trust and accepting accountability, • Establishing transparent and effective communication, • Listening and acting upon feedback, • Ensuring collective care and responsibility.
This will be delivered within a caring, happy, safe and secure environment.	

Cleadon Church of England Academy **Equality and Diversity Policy**

Introduction

Cleadon Church of England Academy is a welcoming and caring school, with a Christian ethos. We respect and value each and every individual associated with the school and wider community. Together, we seek to work, learn and play, to achieve our full potential. We have a commitment to social inclusion and equality of opportunity for all. We aim to provide an environment which is safe, secure and inclusive for all.

Our Understanding of Equality of Opportunity

Equality of opportunity exists when:

- It is understood that everyone is unique and everyone has different needs
- Equality of access exists for all
- Individual choices are widened
- Everyone feels happy, safe and secure in an inclusive environment
- Stereotypes are challenged to ensure everyone has an equal chance to develop as they wish
- Individual and community needs are responded to for the benefit of everyone
- Resources exist to meet everyone's needs

Aims and Objectives

As a result of this policy:

- Ensure that all members of the school community feel happy, safe and secure
- Ensure that equality of access exists for everyone
- Promote equality of opportunity regardless of the nine protected characteristics of age, disability, gender, race, religion and belief, sexuality, gender reassignment, civil partnership and marriage, and pregnancy and maternity.
- Actively develop the self-esteem and self-respect of all members of the school community.
- Ensure that educational provision is relevant to our increasingly diverse society.
- Ensure that the curriculum actively promotes equality of opportunity
- Actively challenge all forms of bullying, harassment, prejudice and stereotyping
- Actively engage the support and commitment of the whole school community in achieving the above aims.

Relevant Legislation and Best Practice Advice:

We are aware of our responsibilities in relation to the following legislation:

- 1970 Equal Pay Act
- 1975 Sex Discrimination Act
- 1976 Race Relations Act
- 1988 Education Reform Act
- 1995 Disability Discrimination Act
- 1998 Human Rights Act
- 1999 Macpherson Report into the Stephen Lawrence Murder Inquiry
- 2000 Race Relations (Amendment Act)
- 2001 Special Needs and Disability Act
- 2002 Statutory Code of Practice on the Duty to Promote Race Equality
- 2006 Equality Act
- 2006 Sexual Orientation Regulations
- 2006 and 2007 Employment Equality (Age) Regulations and Amendments
- 2010 Equality Act
- 2014 SEND code of practice: 0 to 25 years
- **Prevent Agenda**

Disability

- Pupils with disabilities have complete access to all facilities and resources within the school
- Where relevant and effective, receive additional targeted support to ensure they reach their full potential
- Have access to a broad, balanced and relevant curriculum
- Where appropriate, be involved in the decisions made about their care and education

As a school we:

- Are committed to the early identification of emotional and behavioural difficulties, before such difficulties lead to underachievement, disaffection and exclusion
- Are committed to early intervention, target setting and regular monitoring of pupils with Special Educational Needs and Disabilities (SEND).
- Will work in close partnership with all relevant staff, parents, carers and specialist outside agencies, to ensure all children reach their potential.

- Will make use, where appropriate, of Local Authority, and National Health Service, support services to ensure that pupils with disabilities fulfil their potential.
- Will ensure that staff take part regularly in training about SEND.

Gender

- All children will have access to the same broad, balanced and relevant curriculum
- All children are expected to reach their full potential
- All children will be expected to work together in a constructive and positive manner
- Children will be discouraged from using sexist language and from making stereotypical assumptions, and will be commended when they challenge such behaviour.
- Children questioning their gender, or transitioning, will be supported in partnership with their parents.

As a school we will:

- Ensure that neither gender dominates any area of the school, the curriculum or the extra-curricular activities to the detriment of the other.
- Ensure that all resources portray both genders in a positive and non-stereotypical way.
- Challenge gender stereotypes eg through resources in school and events such as the careers fair.
- Ensure all children, have access to all activities and resources.
- Continue to monitor achievement, attendance and uptake of optional activities, by gender. If differences by gender are identified, appropriate action will be taken to redress the imbalance.

Race

- The curriculum will reflect the ethnic, cultural and religious diversity of society locally, regionally, nationally and internationally.
- Pupils will have age appropriate opportunities to study issues to do with intolerance, prejudice, racism, racial discrimination and religious prejudice.

- Resources will portray members of local, international and regional cultural and ethnic groups in ways which are positive and non-stereotypical.
- Community languages other than English will be valued and promoted.
- All pupils, staff and visitors, will be able to dress and worship in ways which do not conflict with the cultural or religious conventions in the home. (Taking into account health and safety issues and in consultation with parents)
- The dietary needs of all pupils will be met.
- Achievement, attendance and exclusions will be monitored by ethnicity, and action taken to redress any differences.
- All racist incidents will be dealt with in an effective and consistent way, according to the school policy and procedures.
- When posts in school become vacant, we will encourage applications from all groups within our increasingly diverse society.

Religion and Belief

- The national curriculum in general and RE in particular will be used to value and celebrate diversity based on religion and belief. Whole school topics and themes and special days will also be used to celebrate diversity based on religion and belief.
- Daily acts of collective worship will be used to promote equality of opportunity, irrespective of religion or belief. A range of Collective Worship styles and themes are aimed at representing topics and themes celebrating diversity based on religion and belief.
- All pupils will be given opportunities to meet their religious needs, especially at the time of important festivals.
- The dietary needs of all pupils will be met.
- Pupils will be discouraged from using offensive language based on religion or belief and will be commended when they challenge such language.
- Resources, in school, reflect diversity of religion and belief.
- Resources will show people of different religions and beliefs engaged in non-stereotypical roles and activities.
- People of all religions and beliefs will be encouraged to play an active role in school life, perhaps as governors.

- As far as possible, our staff team will reflect the variety of religions and beliefs that exist locally and nationally.
- The Prevent strategy will be used in the event of pupils demonstrating extreme views, which promote racial or religious tension.

Age/ Sexuality Guidelines

- All pupils will be expected to do as well as they can, and to achieve their full potential
- All pupils will be encouraged to make equal use of all of the resources, facilities and opportunities provided by the school
- Resources will reflect the variety of families that exist in Britain today
- Resources will show people of different ages, engaged in non-stereotypical roles and activities.
- Daily acts of collective worship will be used to promote equality of opportunity for all
- Pupils will be discouraged from using offensive language about age and sexuality
- All people will be welcomed and valued no matter their age or sexuality. Including, but not limited to, LGBT lesbian, gay, bisexual, and transgender people.
- Where appropriate, the National Curriculum will be used to value and celebrate diversity based on age and sexuality.

Socio-Economic Background

- We have a very low uptake of Free School Meals in our school, with the majority of children coming from fairly economically stable backgrounds.
- The school already engages in various practices designed to ensure that children from disadvantaged financial circumstances do not miss out on activities, events, trips or visits undertaken by children from more secure financial backgrounds, and such practices will be continued within the interests of Equality, Diversity, and Community Cohesion.

More specifically:

- The school will raise the aspirations **of all children.**

- The school will do all it possibly can to help all children **fulfil their potential**.
- The school monitors the achievement of all children and can track the achievement of groups, including Free School Meals, identifying any differences in achievement and addressing this.
- Where appropriate, the school will subsidise trips and visits to ensure children from disadvantaged backgrounds do not miss out on experiences which are part of a broad and balanced curriculum.
- The school will also develop the children's understanding and appreciation of how fortunate they are and to understand the issues surrounding poverty.

Gender Reassignment, Civil Partnership, Marriage, Pregnancy and Maternity Guidelines

- In relation to the three protected characteristics above, parents / carer, visitors and members of staff can rest assured that discrimination is not tolerated and that people's rights, as defined in relevant legislation, will be upheld.
- Where appropriate, and as issues arise, pupils will be given opportunities to learn about, and discuss, matters to do with the above.
- Pupils will be discouraged from using offensive language about gender reassignment, civil partnership and marriage, and pregnancy and maternity.
- All people will be welcomed and valued, no matter their personal circumstances, their marital status, whether they are in a civil partnership or not, whether pregnant or on maternity leave, or whether undertaking, or have undertaken gender reassignment.
- Appropriate use will be made of suitable external support services, including those in the LEA, to ensure equality of opportunity for all people.

Monitoring and Evaluation

- Staff and Governors will monitor the Equality and Diversity Policy once a year. Three years following its adoption, the governing body will decide whether the policy needs amending in light of new legislation and/or practice guidance.

APPENDIX

Other Policies

For more information and detail please refer to school policies:

- Race Equality Policy
- Disability Policy

- Equality Policy
- Inclusion Policy
- Radicalisation and Extremism Policy

Public Sector Equality Duty **Information and Objectives to be published**

School Profile Data (Relating to Equality and Diversity) **From ASaP Report February 2019, based on 2018 data**

- Cleadon Church of England Academy is a large primary school, situated in Cleadon Village, a residential area, within the borough of South Tyneside.
- The school is fully accessible to all, with wheelchair access and hearing loop installed.
- On roll there are currently 482 pupils, including pupils in Nursery.
- 6% of Pupils are from minority ethnic groups
- 5.7% of Pupils are eligible for free School Meals
- 12% of Pupils receive SEN support
- 5 Pupils have an EHC Plan
- **We have 92.3% of Stability in our pupil population**
- **Our School Deprivation Indicator is 0.1%**
- Our last OFSTED report judged attainment on entry of the majority of children to be in line with national averages.

Equality Scheme Objectives

This section sets out the objectives we have identified in order to eliminate discrimination and harassment and promotion of equality in relation to gender, race, disability, religion or belief and sexual orientation.

We are pleased to note those incidents of harassment and bullying are low at Cleadon Church of England Academy and this is to the credit of all members of the school community, as we each play our part in creating a unique school ethos, underpinned by Christian values. However, we will not use this to become complacent and will continue to ensure that at all times; bullying and discrimination are challenged and replaced with opportunity, positive relationships and a sense of community.

Objectives:

- 1 To ensure all pupil groups identified within the Single Equality Scheme (SES), have the same access, provision and opportunity as all other pupils and they are successful in all aspects of attainment and other outcomes.
- 2 To ensure in all aspects of its work, Cleadon Church of England Academy celebrates diversity and challenges discrimination and in doing so, has a positive impact on shaping the values of its community and contributes positively to all aspects of social cohesion.