

# AVONMOUTH CE SCHOOL AND NURSERY

## POLICY TO PROMOTE EQUALITY AND DIVERSITY

### **United Nations Convention on the Rights of the Child:**

**Article 2:** The Convention applies to every child without discrimination, whatever their ethnicity, gender, religion, language, abilities or any other status, whatever they think or say, whatever their family background.

**Article 3:** The best interests of the child must be a top priority in all decisions and actions that affect children.

**Article 12:** Every child has the right to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously.

**Article 13:** Every child must be free to express their thoughts and opinions and to access all kinds of information, as long as it is within the law.

**Article 14:** Every child has the right to think and believe what they choose and also to practise their religion, as long as they are not stopping other people from enjoying their rights.

**Article 23:** A child with a disability has the right to live a full and decent life with dignity and, as far as possible, independence and to play an active part in the community.

**Article 28:** Every child has the right to an education. Discipline in schools must respect children's dignity and their rights.

**Article 29:** Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.

**Article 39:** Children who have experienced neglect, abuse, exploitation, torture or who are victims of war must receive special support to help them recover their health, dignity, self-respect and social life.

# POLICY TO PROMOTE EQUALITY AND DIVERSITY

## 1. Overview

This policy reflects the Single Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975. This policy therefore supersedes all previous school policies on Disability, Ethnicity (ie Race) and Gender.

The Single Equality Act combines the existing three duties into one new Equality Duty that covers all eight of the equality strands: age, disability, gender, gender-identity, pregnancy / maternity, race, religion or belief and sexual orientation.

Under the general duty schools must exercise 'due regard' in respect of each of the eight protected characteristics to:-

1. Eliminate unlawful discrimination and harassment
2. Advance equality of opportunity
3. Foster good relations between different groups

At Avonmouth CE School and Nursery, we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, everyone will be treated equally. This Equality and Diversity Policy summarises the school's approach in ensuring equality for all.

## 2. Our Vision and Aims for Equality and Diversity

At Avonmouth CE Primary School and Nursery our core values reflect and promote Christian and British values. We build on this foundation through all aspects of school life and the links between the school, parents, the community and the church.

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

We aim to:

- Maintain and promote a working partnership between the school, parents and community which fosters respect, honesty, truth, co-operation and tolerance.
- Help the children understand the world in which they live, have mutual respect for the values of others and work together as a team.
- Ensure that everyone, whatever their needs and capabilities, is included and catered for.
- Value each individual and recognise and respond to the needs of all children.

## 3. Defining Equality and Diversity

### 3.1 Equality

Equality is about fairness and equality of opportunity. Promoting and advancing equality of opportunity involves treating people differently; some people may need extra help or adjustments to be an active part of the school community. This includes senior leaders, teachers, administration, cleaning or catering staff employed at the school as well as pupils/ students, parents and school governors.

### 3.2 Diversity

Diversity is about valuing people as individuals and learning from our differences. Our differences can be visible and non-visible. By promoting diversity we can meet different needs creatively to ensure opportunities are available to all and potential is fulfilled. Promoting a diversity friendly school culture we are able to meet our school's aims and objectives more efficiently.

Culture is about the way we behave towards one another – school governors, all employees in the school, parents, pupils and the whole school community. It is about how we treat one another and respect our differences. Promoting diversity and a diversity friendly culture helps to create a more productive school community.

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### 4. Purpose and Scope of the Policy

This policy sets out Avonmouth CE Primary School and Nursery's commitment to promoting equality and diversity.

We believe that it is our responsibility to promote equality and diversity wider than the eight characteristics (areas) covered by legislation. 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 appropriate outside agency support.
- 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.
- Supporting children's pastoral/emotional needs through e.g. Thrive; LM support.
- Monitoring and reviewing this policy annually and making it accessible through the school website (or available in an alternative format as requested).

The policy applies to:

- School Governors
- Staff
- Parents
- Pupils (as appropriate)
- Visitors to the school
- Multiagency professionals
- Contractors

### 5. Roles and Responsibilities

All members of the school community, governors, staff, pupils, parents, and visitors all have a responsibility in implementing this policy, promoting diversity and equality, challenging inappropriate behaviour or practice to remove barriers and avoiding discrimination.

To promote an understanding of this responsibility, the school will:

- Ensure all stakeholders are made fully aware of this Equality and Diversity Policy and how it affects their work.
- Ensure pupils and visitors to our school are clear about the expectations relating to our commitment to promoting equality and diversity.
- Provide training/ development and updates as appropriate.
- Review our equality objectives and actions to ensure all relevant activity remains relevant and meets the identified needs and priorities of our school.

In addition school governors have responsibility for overseeing, agreeing, monitoring and reviewing of our school's equality objectives, and related activity.

#### 5.1 Breaches of Policy

Avonmouth CE Primary School and Nursery views any form of discrimination as a serious act of misconduct. 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.

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### **6. Monitoring and review**

Avonmouth CE Primary School and Nursery has specific duties under the Equality Act (2010) to publish information about the diversity of our school community and the work we are doing to promote equality. This information can be found on our school website - [www.avonmouthp.co.uk](http://www.avonmouthp.co.uk). We will review this information annually.

### **7. Bullying and diversity incidents**

#### **7.1 Pupils**

Avonmouth CE Primary School and Nursery believes all pupils should be safe and feel valued for themselves, whatever characteristics they may have. Bullying and harassment of pupils, staff, parents, visitors by pupils on the basis of their 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 all parties as outlined in the School's Anti-bullying Policy.

#### **7.2 Staff and governors**

Avonmouth CE Primary School and Nursery view any form of discrimination undertaken by adults as serious acts of misconduct. Any such breaches could result in disciplinary action being taken and in the case of harassment, might call for police involvement. Reported incidents will be logged, investigated and appropriate actions taken to prevent future incidents and to support all parties as outlined in the School's Employee Grievance and Disciplinary Procedures.

#### **8.0 Equality / diversity complaints**

Avonmouth CE Primary School and Nursery takes all complaints seriously. Where a complaint is related to equality/diversity issues, the school procedure for dealing with complaints will apply. This procedure will be made accessible through the school website or will be made available in an alternative format as requested. Complaints should be made to the Head teacher or the Chair of Governors.

Policy written: January 2017

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