

Scarning VC Primary School

Equality and Diversity Policy

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Statement of intent

Scarning VC Primary School is a caring school that aims to provide a high quality education to all our pupils within a secure and environment. We hope that they will leave us with confidence, positive memories and a value of their time at Scarning VC Primary School

Our policy aims are:

To provide a secure, caring and stimulating environment in which the school and the home are partners, and in which all children will be encouraged:

- To develop their potential as unique individuals.
- To develop an awareness of their own self-worth in order that they might become responsible and self-disciplined members of society.
- To become active and independent participants in the learning process.
- To develop self-motivation and pride in their work.

To provide education in line with national legislation and local authority guidelines

To plan and deliver a broad and balanced curriculum to enable all our pupils to develop their social, intellectual and physical potential.

To provide equal opportunities for all our children to develop and extend their social, intellectual and physical potential.

To provide equal opportunities for all our children to develop and extend their moral and cultural capacities, whilst fostering an awareness of, and respect for, the beliefs and practices of other communities.

1. The legal framework

The Equality and Diversity Policy of Scarning VC Primary School has been developed in line with the following legal framework:

- UN Convention on the Rights of the Child.
- UN Convention on the Rights of Persons with Disabilities.
- Human Rights Act 1998.
- Special Educational Needs (Information) Regulations 1999.
- Education and Inspections Act 2006.
- Equality Act 2010.
- Specific Duties Regulations 2011.

2. Roles and responsibilities

2.1. The Governing Body will:

2.1.1. Ensure that the school complies with the appropriate equality legislation and regulations.

2.1.2. Meet its obligations under the Public Sector Equality Duty to publish equality objectives.

2.1.3. Ensure that the school's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.

2.1.4. Ensure that the recording and reporting of equality and diversity data is sufficiently scrutinised.

2.1.5. Ensure that the school's Admissions Policy does not discriminate in any way.

2.1.6. Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the Governing Body.

2.1.7. We encourage high-quality applicants from under-represented groups.

2.1.8. Provide information in appropriate and accessible formats.

2.1.9. Ensure that the necessary disciplinary measures are in place to enforce this Policy.

2.2. The Headteacher will:

2.2.1. Implement the Policy and its procedures.

2.2.2. Ensure that all staff members receive the appropriate equality and diversity training as part of their HR induction and continuous professional development.

2.2.3. Ensure that all parents, visitors and contractors are aware of and are in compliance with the provisions of this Policy.

2.2.4. Actively challenge and take appropriate action in any case of discriminatory practice.

2.2.5. Address any reported incidents of harassment or bullying in line with DfE guidance.

2.3. Employees will:

2.3.1. Be mindful of any incidence of harassment or bullying in the school.

2.3.2. Address any minor issues of harassment or bullying in the school and report any major breaches of the Policy to the Headteacher.

2.3.3. Identify and challenge bias and stereotyping within the curriculum and the school's culture.

2.3.4. Promote equality and good relations, and not harass or discriminate in any way.

2.3.5. Monitor students' progress and academic needs to ensure the appropriate support is in place.

2.3.6. Keep up-to-date with equality legislation and its application by attending the appropriate training.

2.4. Students will:

2.4.1. Not discriminate or harass any other pupil or staff member

2.4.2. Actively encourage equality and diversity in the school by contributing their cultural experiences and values.

2.4.3. Report any incidences of bullying or harassment, whether to themselves or to others, to their Head of Year or to another member of the school staff.

2.4.4. Abide by all the school's equality and diversity policies, procedures and codes.

3. Monitoring and evaluation

3.1. This Policy will be monitored and evaluated on an annual basis by the Headteacher and the Governing Body in the following ways:

3.1.1. Individual attainment data will be used to measure the effectiveness of this Policy on student achievement.

3.1.2. Equal opportunities recruitment data.

3.1.3. Equality impact assessments.

3.1.4. Ofsted inspection judgements on equality and diversity.

3.1.5. Incident records related to harassment and bullying.

4. Equality and Diversity Planning

4.1 At least one Equality objective is required to be produced every 4 years.

4.2. At Scarning, 'Equalities' will form one of the components of our SIDP process, with targets and objectives likely formulated on an annual basis.

5. Dissemination

5.1. We will take steps to communicate this Policy to the Governing Body, Headteacher and, as appropriate, students and parents, in an accessible format and on the school's website.

6. Enforcement

6.1. Staff members and students who do not comply with the provisions of this Policy may be subject to the school's disciplinary procedures.

7. Appeals

7.1. Staff members retain the right to appeal against a decision on the acceptability of their appearance using the school's grievance procedure.