

# Harvills Hawthorn Primary School



## Equality and Diversity Policy

**September 2019-21**

## Contents:

1. Statement of Intent
2. The Legal Framework
3. Roles and Responsibilities
4. Monitoring and Evaluation
5. Dissemination
6. Enforcement
7. Appeals
8. Equality Statement
9. Equal Opportunities for Pupils
10. Equal Opportunities for Staff
11. Further Legal guidance **Statement of Intent**

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

Our equality aims are:

- 1) To provide a secure, caring and stimulating environment in which the school and the home are partners
- 2) To provide education in line with national legislation and local authority guidelines.
- 3) To plan and deliver a broad and balanced curriculum to enable all our pupils to develop their social, intellectual and physical potential.
- 4) To provide equal opportunities for all our children to develop and extend their social, intellectual and physical potential.
- 5) 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.

---

Date: \_\_\_\_\_ Headteacher: \_\_\_\_\_

Date: \_\_\_\_\_ Chair of Governors: \_\_\_\_\_

Date of Next Review: \_\_\_\_\_

## **The Legal Framework**

The Equality and Diversity Policy of Harvills Hawthorn 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.

## **Roles and Responsibilities The**

Governing Body will:

- Ensure that the school complies with the appropriate equality legislation and regulations.
- Meet its obligations under the Public Sector Equality Duty to publish equality objectives.
- Ensure that the school's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the recording and reporting of equality and diversity data is sufficiently scrutinised.
- Ensure that the school Admissions Policy does not discriminate in any way.
- Ensure that the education provided for pupils does not discriminate in any way.
- Ensure that it provides pupils' access to any benefit, facility or service and does not discriminate in any way.
- Ensure that a pupil is not excluded or subjected to any other detriment
- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the Governing Body.
- Proactively recruit high quality applicants from under-represented groups.
- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place to enforce this Policy.

The Headteacher will:

- Implement the Policy and its procedures.

- Ensure that all staff members receive the appropriate equality and diversity training as part of their HR induction and continuous professional development.
- Ensure that all parents, visitors and contractors are aware of and are in compliance with the provisions of this Policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance.
- Produce an annual report on the progress of implementing the provisions of this Policy.

Employees will:

- Be mindful of any incidence of harassment or bullying in the school.
- Address any minor issues of harassment or bullying in the school and report any major breaches of the Policy to the Headteacher.
- Identify and challenge bias and stereotyping within the curriculum and the school's culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor pupils' progress and academic needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending the appropriate training.

Pupils will:

- Not discriminate or harass any other pupil or staff member.
- Actively encourage equality and diversity in the school by contributing their cultural experiences and values.
- Report any incidences of bullying or harassment, whether to themselves or to others, to their Class Teacher in the first instance, followed by the Phase Leader and then a member of SLT.
- Abide by all the school's equality and diversity policies, procedures and codes.

### **Monitoring and evaluation**

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

- Individual attainment data will be used to measure the effectiveness of this Policy on student achievement.
- Equal opportunities recruitment data.
- Equality impact assessments.

- Ofsted inspection judgements on equality and diversity.
- Incident records related to harassment and bullying.

## **Dissemination**

We will communicate this Policy to the Governing Body, and, as appropriate, students and parents, in an accessible format and on the school website. A paper copy will be available on request.

Annual equality objectives and outcomes will also be made available on the school's website.

## **Enforcement**

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

## **Appeals**

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

## **Harvills Hawthorn Primary School Equality Statement 18-20**

As a school we welcome our duties under the Equality Act 2010. The General Equality Duty sets out what we need to consider when making decisions that affect pupils or staff with protected characteristics.

In carrying out our functions; when making decisions and developing policies, we are required to have 'due regard' to the need to: 'eliminate discrimination, harassment, victimisation or other conduct' that is prohibited by the Equality Act 2010.

'Having 'due regard' to the need to advance equality of opportunity is further defined in the Equality Act 2010 as 'having due regard to the need to:

- Remove or minimise disadvantages
- Take steps to meet different needs
- Encourage participation where it is disproportionately low.'

We ensure that advanced equality of opportunity between people who share a protected characteristic and people who do not share it fosters good relations between these two groups.

Where there are gaps or concerns, we may decide to collect more information in order to provide a complete picture to help us shape objectives, address inequality and inform decision making.

We will also publish at least one, although not usually more than four, specific and measurable equality objectives, at least every four years. The duty to have due regard to equality consideration is a continuing one which applies to all policies and procedures.

It also applies to what may not be written down i.e. practices, and we will always try to use information about pupils with protected characteristics to promote positive outcomes and mitigate adverse effects.

Meeting these duties forms an integral part of the work of the school and must be integrated into the carrying out of school's functions.

In order to ensure that the school makes explicit its compliance and remains focused on improving outcomes, any issues will be addressed through our School Improvement Plan. This will secure consistency; enable effective self-evaluation and support robust and rigorous school improvement.

In fulfilling our legal obligations we aim to:

- foster positive attitudes and relationships, and a shared sense of belonging
- advance equality of opportunity by ensuring that teaching, learning and the curriculum promotes equality and celebrates diversity
- ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum
- observe good equality practice, including staff recruitment, retention and development
- remove or minimise existing inequalities and barriers
- ensure that pupils, parents and other stakeholders are consulted and involved widely in advancing the provision made by the school
- promote community cohesion by fostering good relations
- ensure that within the school budget, adequate funding is provided to underpin this Policy and that intervention, positive and preventative action is funded appropriately.

We believe that promoting equality is the responsibility of everyone in the school community.

## **EQUAL OPPORTUNITIES FOR PUPILS**

**Harvills Hawthorn Primary School is an inclusive school that insists that our Vision, Mission and Aims underpin everything that we do. These aims promote inclusive education in its widest sense in all areas of school life.**

### **Aims**

- To develop the abilities and strengths of each pupil as an individual. □ To ensure that the child's development is celebrated through issues of gender, race, characteristic or difference.
- To ensure that stereotyping does not take place; that the individual's options are not closed due to expectations of conformity.
- To ensure that the curriculum and extra curriculum is accessible to all. □ To ensure that disciplinary procedures apply equally.
- To ensure that the school's budget is allocated so that resources are available to all and inclusion and access are discussed as Governor issues.

### **Pupils**

Section 22c SDA 1975 requires that all pupils must have equal access to all the "benefits, facilities or services" offered by the school. Therefore all pupils must, regardless of gender, race, faith or difference, have precisely the same access to the curriculum, extra-curricular and out of school activities organised by the school.

- Teacher expectation must be the same for both sexes
- Rewards and sanctions give fair access in the classroom.
- That verbal and physical abuse will not be tolerated.
- The school should provide an environment and atmosphere where all pupils are valued.

It is expected that members of staff live the Vision and Mission of the school at all times.

## **EQUAL OPPORTUNITIES FOR STAFF**

**Harvills Hawthorn Primary School is an inclusive school that insists that our Vision, Mission and Aims underpin everything that we do. These aims promote inclusive education in its widest sense in all areas of school life.**

The Policy will be reviewed annually at the Summer Governors' meeting in each school year.

### **General Statement of Policy**

The Governors are the employers of staff at Harvills and are responsible for equal opportunity matters in employment. They intend that no job applicant or employee shall receive less favourable treatment because of his or her gender, race, disability or difference.

### **Application of Policy**

In this Policy and the accompanying implementation guidelines, reference to "person" includes an employee of the Governors, whether full-time or part-time or on temporary contract who are employed on behalf of the school.

- Together with the Governors Guidelines for Implementation, this policy will be issued to employees.
- Selection criteria and personnel procedure will be kept under review and the results of the Policy monitored.
- All persons responsible for or involved in selection, interviewing and confirming appointments, shall be made aware of and act in accordance with this Policy. Applicants for vacancies should also be made aware of the Policy by means of further particulars, application forms or by other appropriate means.

### **Legal Guidance**

Reference should be made, where necessary, to:

Sex Discrimination Act 1975

Equal Pay Act 1970, Equal Pay (Amendments) Regulations 1983

Race Relations Act 1976 and the Codes of Practice issued by the Commission for Racial Equality April 1984

Equal Opportunities Commission April 1985 pursuant to these Acts.

Reference should also be made to the Disability Act 1995 and the Guidance Code issued by the Manpower Services Commission October 1984.



This Policy was approved and adopted by the Governors on:

Reviewed: \_\_\_\_\_

Review Date: \_\_\_\_\_