

St Leo's and Southmead Catholic Nursery and Primary School



Equality and Diversity Policy 2022

To be reviewed: July 2023

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Aims

Our aim is to provide education for all, acknowledging that the society within which we live is enriched by diversity.

We will strive to ensure that the culture and ethos of the school reflects and celebrates the diversity of ALL members of the school and wider community.

We will seek to ensure that everyone is equally valued and treats one another with respect and fairness. Pupils and other members of the school community will be provided with the opportunity to experience, understand and celebrate diversity.

We will proactively seek to review and restructure the cultures, policies and practices in school, so they can be welcoming and responsive to the full diversity of people locally, nationally and globally.

Principles

In working towards the realisation of our aims, we will be guided by the following principles:

- All learners are valued equally
- We see all learners and potential learners as of equal value regardless of impairment, ethnicity, colour, creed, nationality, culture, religious affiliation, national origin or status or their gender
- Welcoming and celebrating diversity
- Treating people equally does not necessarily mean treating them all the same.

Our policies, procedures and activities must not discriminate, but are differentiated, as appropriate, to take account of differences of life-experience, outlook and background, and in the kinds of barriers and disadvantage which people may face, in relation to impairment, medical needs, ethnicity, colour, creed, nationality, culture, religious affiliation, national origin or status or their gender.

Statutory Requirements

St Leo's and Southmead Catholic Nursery and Primary School's Governing Body is bound by law not to discriminate on certain grounds. The Equality Act 2010 has brought together all the current discrimination laws into one and sets out the 'protected characteristics' that qualify for protection from discrimination as:

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex / Sexual orientation

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There are some exemptions from this legislation in situations where the essential nature of a job calls for a man, woman, or a person from a particular religion or racial group. The Governing Body will not normally seek to use exemptions from the above Acts.

St Leo's and Southmead Catholic Nursery and Primary School's Governing Body will give sympathetic consideration to requests for time off or for religious observance from staff who are active members of particular religions or beliefs, although such time off will be unpaid and will be considered only subject to the operational requirements of the school.

The Governing Body will wherever possible make reasonable adjustments to recruitment processes, working conditions or the working environment, including terms and conditions of employment, to help overcome practical difficulties created by applicants or members of staff who have a disability.

St Leo's and Southmead Catholic Nursery and Primary School's Governing Body acknowledges these areas of regulation and confirms its commitment to enforce these statutory requirements in the school. The over-riding premise that will be adhered to in matters of equality, by all governors and staff in the school, is that everyone has the right to be treated with dignity and respect whatever their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

Specific Issues

Age

St Leo's and Southmead Catholic Nursery and Primary School's Governing Body is opposed to any direct or indirect discrimination based on age.

Disability

St Leo's and Southmead Catholic Nursery and Primary School's Governing Body is opposed to any discrimination against people with disabilities based on assumptions of their ability or otherwise to carry out the duties of a post in the school.

Where a candidate who has a disability is appointed to a post in the school, reasonable provision will be made for adjustments to the working conditions or environment where this is practicable.

Gender Reassignment

St Leo's and Southmead Catholic Nursery and Primary School's Governing Body is opposed to any discrimination as a result of a person proposing to undergo, undergoing or having undergone a process (or part of a process) for the purpose of reassigning the person's sex. Marital Status or Civil Partnership.

St Leo's and Southmead Catholic Nursery and Primary School's Governing Body is opposed to any discrimination against employees who are married or in a civil partnership.

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Pregnancy or Maternity

St Leo's and Southmead Catholic Nursery and Primary School's Governing Body is opposed to any discrimination against a woman because of her pregnancy and/or maternity leave.

Race

St Leo's and Southmead Catholic Nursery and Primary School's Governing Body is opposed to any direct or indirect discrimination based on race, colour, ethnic or national origin.

Religion or Belief

St Leo's and Southmead Catholic Nursery and Primary School's Governing Body is opposed to any direct or indirect discrimination based on religion or belief.

Gender

St Leo's and Southmead Catholic Nursery and Primary School's Governing Body is opposed to any direct or indirect discrimination based on gender.

Sexual Orientation

St Leo's and Southmead Catholic Nursery and Primary School's Governing Body is opposed to any direct or indirect discrimination based on perceived or actual sexual orientation.

Harassment or Bullying

St Leo's and Southmead Catholic Nursery and Primary School's Governing Body is opposed to any unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. St Leo's and Southmead Catholic Nursery and Primary School's Governing Body is further opposed to any act of victimisation, harassment or bullying against any member of staff either by an employee or third party based on assumptions about their status in the above categories or any other grounds. Such action will be investigated in accordance with the school's procedure and may lead to formal disciplinary action.

Non-statutory Aspects

Although there is no statutory requirement not to discriminate against other groups, or characteristics of staff, St Leo's and Southmead Catholic Nursery and Primary School's Governing Body wishes to state that it will not in any way discriminate against members of staff or applicants for posts on the grounds of their political affiliation.

Arrangements

Fostering positive attitudes and relationships Our policies, procedures and activities are intended to promote a shared sense of cohesion and belonging through the demonstration of: -

- Positive attitudes;
- An absence of harassment
- Positive interaction
- Good relations and dialogue between groups and communities different from each other

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- Global citizenship
- An absence of prejudice-related bullying and harassment and mutual respect

The school as an employer

Policies and procedures should benefit all employees and potential employees, for example in recruitment, promotion, and in continuing professional development. Proactively reviewing what we do in order to reduce and remove inequalities and barriers.

In addition to avoiding or minimising possible negative impacts, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist.

Creating Opportunity

We recognise the needs of individuals along with our commitment to enabling them to achieve their full potential. In doing this we will challenge dependency, and actively promote independence and emotional resilience in our students, and raise aspirations for all.

Consulting widely

People affected by a policy or activity should be consulted and involved in the design of new policies, and in the review of existing ones.

Society should benefit

We intend that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in public life.

Safeguarding

Everyone in school has responsibility for the welfare of pupils. We proactively ensure that arrangements are in place to safeguard and promote the welfare of children. This includes protecting children from any forms of bullying, harassment or any other maltreatment based on equalities issues.

Objectives and Actions

We will keep each curriculum area and all aspects of learning under review in order to ensure that teaching and learning reflect our principles as previously stated.

We use quantitative and qualitative data relating to the implementation of both this and other policies and take action as appropriate. In particular, we collect, analyse and use data in relation to achievement, broken down as appropriate according to impairment and special educational needs, ethnicity and gender.

Prejudice-related incidents will be identified as such when anyone involved with the incident feels that it is motivated by prejudice. All such incidents are referred to the Headteacher, whose role is to assess, record and deal with all incidents. We take seriously our obligation to report regularly to the local authority about the numbers, types and seriousness of prejudice-related incidents at our school and how they were dealt with.

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We respect the diversity of all staff, pupils and parents, and comply with reasonable requests relating to a full range of equalities issues.

We ensure that the content of this policy is known to all staff and governors and, as appropriate, to all pupils and parents.

We ensure that all members of staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

We ensure that the core principles listed above apply to the full range of our policies and practices in school.

Roles and Responsibilities

The Governing Body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and strategies are implemented. The Chair of Governors maintains a watching brief regarding the implementation of this policy and will undertake appropriate training in order to lead the Governing Body in fulfilling its role.

The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

All staff are expected to:

- Promote an inclusive and collaborative ethos in their classroom and school
- Deal appropriately with any prejudice-related incidents that may occur
- Identify and challenge bias and stereotyping in the curriculum
- Support the diversity of pupils in their class based on individual need
- Keep up to date with equalities legislation relevant to their work

Monitoring and Evaluation

The Headteacher will report to Governors as necessary, reviewing progress on this policy and regarding any incidents involving discrimination or harassment.