



School Christian Vision

West Kingsdown Church of England Primary School is a welcoming and nurturing environment, where each individual is supported to develop morally, spiritually, socially, culturally and academically. Our extended community, through our Christian values of Love, Courage, Trust and Respect encourage each other in faith to 'Let your light shine.' (Matthew 5:16).

WEST KINGSDOWN CE PRIMARY SCHOOL

EQUALITY AND DIVERSITY POLICY

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| Ratified | May 2020 |
| Review date | May 2023 |

Rationale:

In accordance with Christian ethos and teachings, the Governors and Staff of West Kingsdown Church of England Primary School are committed to a policy of equal opportunity and diversity.

Our school Christian Vision, incorporating our school Christian values, illuminates our Equal Opportunity and Diversity Policy:

West Kingsdown Church of England Primary School is a welcoming and nurturing environment, where each individual is supported to develop morally, spiritually, socially, culturally and academically. Our extended community, through our Christian values of Love, Courage, Trust and Respect encourage each other in faith to 'Let your light shine.' (Matthew 5:16)

Aims

The aims of this policy are to ensure that:

- Every individual within the school achieves his/her full potential, has the same chances and is recognised as a unique gift from God
- Every stakeholder within the broad school community is supported towards the realisation of the school Christian vision within their everyday lives
- Equal access is achieved by everyone and for everyone
- Changing needs are responded to
- Staff, parents and children are informed and reminded of the issues
- Everyone lives in harmony
- Prejudices are broken down and positive attitudes are fostered
- There is continuity of approach throughout the school
- Resources are not wasted and individual talents are recognised and promoted
- The quality of life for all individuals is improved
- Children learn to be caring and responsible citizens showing an awareness of children's rights
- Understanding and mutual respect for all members of society, regardless of differences, are actively promoted
- Discrimination is understood and actively prevented by all

Vision Statement

The staff and governors of West Kingsdown CE Primary School seek to:

- Facilitate through every aspect of school life, a welcoming and nurturing learning environment for all stakeholders.

- Support practices and processes in all areas of school life which focus on the moral, spiritual, social, cultural, and academic development of each individual.
- Recognise the unique nature of each child within the school and to harness diversity in an environment of value, high expectation, respect and appreciation for the differences in each child.
- Develop confidence in children, providing equal opportunities and enabling children to become independent learners who co-operate well with each other.
- Create an organisational culture that promotes respect fairness and dignity for all who work, volunteer and visit the school

How will we achieve this vision for our school?

This will be achieved by:

- reviewing the existing school culture to identify barriers to the realisation and implementation of the policy and monitoring progress
- ensuring that our vision is shared with all stakeholders including children, staff, parents/carers and our broader community.
- seeking input and feedback from all stakeholders to identify and celebrate areas of success and, acting promptly and effectively where areas for improvement are identified
- addressing inequality and discrimination that may occur within the workforce and the school
- celebrating and embracing the diversity that exists in the school and its wider community.
- ensuring that the delivery of the curriculum reflects and takes into account equality and diversity issues.
- creating opportunities for the wider involvement of staff, children, parents and carers and the wider community through consultation, participation and partnership working

The Law

As a school we have legal responsibilities under The Equality Act 2010. This means that as a school we must not discriminate against harass or victimise:

- Prospective pupils
- Pupils at the school
- In some limited circumstances, former pupils

The governing body is legally responsible for ensuring that the Equality Act is observed by all staff in school. However, everybody involved in the school community has a responsibility to ensure that the spirit of the policy and its legal requirements are observed.

Who is protected?

The protected characteristics of the school's provisions are:

- Disability
- Gender reassignment
- Marriage & Civil Partnership (in employment)
- Pregnancy and maternity
- Race
- Religion or belief
- Sexual orientation

It should also be noted that schools as an employer and service provider will have duties under the remaining protected characteristics.

What is discrimination?

- Direct discrimination (including discrimination based on perception or association)
- Indirect discrimination
- Discrimination arising from disability
- Failure to make reasonable adjustments (for disabled people).

So what does this mean here at West Kingsdown CE Primary School?

All pupils and adults within the school have a right to be treated with dignity and respect. This includes a right to:

- Study, learn, work and play
- Physical, emotional and verbal respect
- Freedom from violence, bullying and abusive language
- Respect for an individual's protected characteristics
- Freedom from sexual comments or harassment and inappropriate use of humour
- The safety of their property
- Equal opportunities in relation to admissions, access, recruitment and access to extra-curricular activities

Pupils and adults are encouraged to report any inappropriate behaviour or comments. All incidents will be dealt with in line with the West Kingsdown CE Primary School's Behaviour policy.

How will we know when we are successful?

Our success will be measured through quantitative indicators such as:

- SATs results
- Stable/rising roll
- Attendance
- Punctuality
- Unauthorised absence
- Class size
- Stability and staffing
- Commitment/Involvement of support staff

- Regular visits from outside agencies
- Number of computers in school
- School uniform – number of requests for help with uniform
- Number of Pupil Premium pupils
- Diversity among parents in school represented

Also qualitative Indicators such as:

- Knowledge, understanding and articulation of the school Christian Vision by all stakeholders.
- A welcoming and nurturing ‘feel’ to the school environment, evident in feedback from all stakeholders, and
- Playground interaction
- Learning interaction (peers/adult)
- Friendly and caring attitudes
- Members of the school community feel valued
- Displays of work
- A welcome ‘feel’
- Accessibility of school staff
- Effectiveness of communication systems
- Differentiated work on offer for pupils
- Pastoral care of pupils
- Pupil perceptions
- Diversity represented in curriculum books and resources
- Links with the local community
- Ownership of Equality policy and practice

The above will be analysed by protected characteristics. This will help staff and governors to identify areas of emerging and existing inequality.

Evaluation/Monitoring of Policy

- The Headteacher will act as the Equality and Diversity Co-ordinator and will report any racist incidents termly to governors
- All members of staff will work to improve, adjust and facilitate equality and diversity within the day to day running of the school and bring individual perspectives to whole staff meetings
- Governors at full Governing Body meetings and in the Learning and Development/Resources Committees
- Parents will be encouraged to bring their own perspective/perceptions of the implementation of equality and diversity in the school. This will be solicited through the Parent questionnaires, Parents Evenings and any other contact that a parent may make with the school.
- Pupils/learners are involved in ongoing evaluations
- OFSTED

This policy will be reviewed once every three years or sooner should the need arise.