

BROMET PRIMARY SCHOOL

EQUALITY AND DIVERSITY POLICY

1. Vision

Bromet Primary School is committed to creating a culture in which diversity and equality of opportunity are promoted actively and in which unlawful discrimination is not tolerated. The school recognises the real educational benefits of having a diverse community of staff and pupils and to this end, is working towards building and maintaining an environment which values diversity.

2. Policy Statement

Bromet Primary School believes in the principles of social justice, and acknowledges that discrimination affects people in complex ways and the school is committed to challenging all forms of inequality. To this end, the school will aim to ensure that:

- Individuals are treated fairly, with dignity and respect regardless of their age, marital status, disability, race, faith, gender, language, social/ economical background or sexual orientation and any other inappropriate distinction;
- It affords all individuals, pupils and staff the opportunity to fulfil their potential;
- It promotes an inclusive and supportive environment for staff, pupils and visitors;
- It recognises the varied contributions to the achievement of the school, made by individuals from diverse backgrounds and with a wide range of experiences.

3. Scope of the Policy

This policy applies to all staff, pupils and visitors to the school, together with those contracted to work at the school.

4. Aims of the Policy and underpinning principles

The aim of this policy is to ensure that in carrying out its activities the school will have due regard to:

- **promoting equality of opportunity**, across all the activities of the school
- **promoting good relations** between people of a diverse background
- **eliminating unlawful discrimination**

This policy is guided by the following principles, that:

- all staff, students and visitors should enjoy a safe environment free from discrimination and harassment/bullying
- all pupils and staff should have equal access to quality services that are made available by the school and the LA
- all staff and pupils should have equal access to opportunities for personal, professional or academic development and career, progression and promotion opportunities
- all staff and pupils should be able to participate fully in the work and life of the school community and celebrate its diversity
- staff and pupils at the school should reflect the diversity of talent, experience and skills from the local, national and international pool from which it draws its pupils and workforce
- positive action initiatives continue to be used to redress inequalities and discriminatory practice

- All relevant stakeholders, including staff and pupils, have the right to be consulted about school policy, procedures and practices and are encouraged to contribute to the decision making processes of the school

5. Implementation of the Policy

The successful implementation of all strands of this policy relies on the mainstreaming of equality and diversity issues within the strategic planning process for the school at all levels.

6. Responsibilities

The school governors are responsible for ensuring the school meets its legal obligations in respect of legislation relating to equality and diversity.

The Senior Leadership Team in conjunction with **the governors** are responsible for ensuring that procedures relating to staff recruitment, selection, career development discipline and grievance are carried out in accordance with the Equality and Diversity Policy.

The Senior Leadership Team is responsible for:

- fostering a culture in which compliance with this policy is regarded as integral to the work of the area and in which equality and diversity issues are actively promoted;
- producing and implementing area action plans as appropriate;
- ensuring staff and pupils are encouraged, supported and enabled to reach their full potential
- identifying appropriate staff development for themselves and their staff to meet the needs of the school and its pupils

Individual members of the school are responsible for:

- supporting and implementing the aims of this policy;
- promoting equality of opportunity;
- contributing to an environment free of fear or intimidation and which celebrates diversity;
- ensuring that their behaviour and actions do not amount to discrimination, harassment, bullying or victimisation in any way.

7. Breach of the Policy

The school will take seriously any instances of non-adherence to the Equality and Diversity policy by pupils, staff or visitors. Any instances of non-adherence will be investigated and where appropriate will be considered under the relevant disciplinary policy for staff or pupils. With regard to any breach of the policy by visitors, the school will take appropriate action in relation to the nature of the incident.

8. Monitoring and Review

The policy will be reviewed every two years.

9. Relevant Legislation

The school will implement its Equality and Diversity Policy in accordance with current legislation and codes of practice including:

- EU Anti-Discrimination Directives (which currently include the Race Relations Act 1976 (Amendment) Regulations 2003, Religion and Belief Regulation 2003 and Sexual Orientation Regulation 2003)

- Special Educational Needs and Disability Rights in Education Act 2001
- Race Relations Amendment Act 2000
- Human Rights Act 1998
- Disability Discrimination Act 1995
- Race Relations Act 1976
- Sex Discrimination Act 1975
- Equal Pay Act 1970 and Amendment 1983

Appendix 1

Policies, procedures and Codes of Practice which support the Equality and Diversity Policy

Pupils and Staff

- Equal Opportunity Code of practice statement
- Race Equality Policy
- Disability Policy

Staff

- Induction Policy
- Stress Management Policy
- Grievance Procedure

Pupils

- Guideline for Dealing with Sexual and Racial Harassment
- Complaints Procedure

Next review spring 2013