



Equality and Diversity Policy

Autumn 2023

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1. Our Vision and Objectives for Equality and Diversity

We are distinctively Christian in our ethos and outlook and are inclusive of all. At the heart of our school are our Christian values. We welcome those of all faiths and none to shine their lights brightly celebrating joys, failures and successes in partnership with parents and the community

At St Peter and St Paul CE Primary School, as part of our vision, values (courage, kindness, hope, forgiveness, respect and fairness) and objectives for equality and diversity, we:

- acknowledge and welcome diversity among pupils, staff governors, parents, carers volunteers and visitors;
- do not discriminate against anyone, be they pupils, staff, governors, parents, carers, volunteers or visitors, on the grounds of their gender, race, age, colour, religion, nationality, ethnic, national origins or physical or mental abilities;
- tackle discrimination on the grounds of age, disability, gender identify (gender reassignment and transgender), pregnancy and maternity, race, religion or belief, sex (gender) or sexual orientation;
- promote equality of opportunity, and the principles of fairness and justice for all, through the education that we provide;
- ensure that all pupils have equal access to the full range of educational opportunities provided;
- create good relations between different groups;
- are opposed to all forms of racism and xenophobia, including those forms that are directed towards religious groups and communities;
- respect the religious beliefs and practices of all staff, pupils, parents, carers, volunteers and visitors, and comply with all reasonable requests relating to religious observance and practice;
- ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve;
- will make reasonable adjustments, when required to, in order to increase access to the curriculum, improve access to the school building, and improve communication of information.

2. Defining Equality and Diversity

2.1 Equality

Equality is about fairness and equality of opportunity and advancing equality of opportunity involves treating people differently. People should not be treated the same. Some people may need extra help or adjustments to be part of the school community; this includes teachers, administration, cleaning or catering staff employed at the school as well as pupils/ students, parents and school governors.

Relating to the Equality Act there are nine 'protected characteristics' these are age; disability, gender reassignment [transgender], marriage / civil partnership, pregnancy / maternity, race, religion and belief (and having no belief), sex (gender) and sexual orientation.

Under the general duty schools must exercise 'due regard' in respect of each of the eight protected characteristics (excluding marriage and civil partnership) to:-

1. Eliminate unlawful discrimination and harassment
2. Advance equality of opportunity
3. Foster good relations between different groups

2.2 Diversity

Diversity is about valuing people as individuals and learning from our differences. Our differences can be visible and non-visible. Promoting diversity we can meet different needs creatively to ensure opportunities are available to all and potential is fulfilled. Promoting a diversity friendly school culture we are able to meet our school's aims and objectives more efficiently.

Culture is about the way we behave towards one another – school governors, all employees in the school, parents, pupils and the whole school community. It is about how we treat one another and respect our differences. Promoting diversity and a diversity friendly culture helps to create a more productive school community.

3. Purpose and Scope of the Policy

This policy sets out St Peter & St Paul CE Primary's commitment to promoting equality and diversity.

We believe that it is our responsibility to promote equality and diversity wider than the nine characteristics (areas) covered by legislation. We work to remove barriers and we will not unfairly discriminate on any grounds.

At St Peter and St Paul CE Primary School we:

- Believe all should have equal access to opportunities, regardless of ability, age, gender, disabilities, racial or ethnic group.

- Provide a curriculum, which promotes positive understanding of different characteristics, recognises the contribution that individuals and groups with protected characteristics make to society, and challenges stereotyping and discrimination.
- Celebrate the diversity of our world.
- Respect the religious, spiritual, cultural, and moral values of others' and encourage everyone to consider thoughtfully their own attitudes, values and beliefs.
- Provide an atmosphere of harmony, respect, and safety while maintaining a relentless focus on academic rigor.
- Aim to make the best possible provision for all pupils, regardless of disability, ethnicity, culture, religious belief, national origin or status, gender or sexual orientation.
- Respect diversity. We know that treating people equally is not simply a matter of treating everyone the same. At all times we take the necessary steps to ensure that every pupil is given an equality of opportunity to develop socially, to learn and to enjoy community life. This means that we do our best to make reasonable adjustments for disability, recognise and celebrate cultural differences, and understand the different needs and experiences of boys' and girls'.
- We believe that all children may be disadvantaged by the holding of prejudicial views, and seek to promote good relationships between all groups, and positive attitudes towards disabled people, people from different ethnic or cultural groups or faith backgrounds, and people of different gender or sexual orientation.
- Value staff for their ability and potential to help us make the best possible provision for the children in our school, regardless of disability, ethnicity, culture, or religious belief.
- Providing a curriculum, which promotes positive understanding of different characteristics, recognises the contribution that individuals and groups with protected characteristics make to society, and challenges stereotyping and discrimination.
- Monitoring and reviewing this policy and reporting annually on progress in the information we publish to evidence how we are meeting the requirement of the public sector equality duty.
- Publishing and reviewing our equality objectives (and reviewing them at least every four years)
- Undertaking other activities and measures as outlined in this policy document, our published information and other relevant documents

The policy applies to:

- School governors
- Staff
- Parents
- Pupils (as appropriate)
- Contractors

- Visitors to the school

4. Roles and Responsibilities

All members of the school community, governors, staff, pupils, parents, visitors and contractors all have a part to play in implementing this policy, promoting diversity and equality, challenging inappropriate behaviour or practice to remove barriers and avoiding discrimination.

To promote understanding of this responsibility St Peter & St Paul CE Primary School will:

- Ensure governors, staff, parents, and contractors are made fully aware of our equality and diversity policy and how it affects their work
- Ensure pupils and visitors to our school are clear about the expectations relating to our commitment to promoting equality and diversity
- Provide training / development and updates as appropriate
- Review our equality objectives and actions to ensure all relevant activity remains relevant and meets the identified needs and priorities of our school.

In addition school governors have responsibility for overseeing, agreeing, monitoring and reviewing our school's equality objectives, and related activity.

4.1 Breaches of Policy

St Peter & St Paul CE Primary views any form of discrimination as a serious act of misconduct. Any allegation of a breach in the policy will be investigated by the Headteacher. This may lead to disciplinary or other appropriate action being taken.

5. Monitoring and review

St Peter & St Paul CE Primary has specific duties under the Equality Act 2010 to publish information about the diversity of our school community and the work we are doing to promote equality. We collect and inform the Governing Body of all racist and other diversity incidents on a termly basis.

6. Bullying and Diversity incidents

6.1 Pupils

St Peter & St Paul CE Primary school believes all pupils should be safe and feel valued for themselves, whatever characteristics they may have. Bullying and harassment of pupils, staff, parents, visitors and/or contractors by pupils on the basis of their identity (including a perceived characteristic, and by association with a protected characteristic) is unacceptable. Incidents will be logged, investigated and appropriate actions taken to prevent future incidents and to support the victim as outlined in the anti-bullying policy.

6.2 Staff and Governors

St Peter & St Paul CE Primary school view any form of discrimination undertaken by adults as serious acts of misconduct. Any such breaches could result in disciplinary action being taken and in the case of harassment, might call for police involvement.

7. Diversity Complaints

St Peter & St Paul CE Primary school takes seriously all complaints; where a complaint is related to equality/diversity issues, the school procedure for dealing with complaints will apply. Complaints should be made to The Headteacher or the Chair of Governors.

8. Links to other policies

- SEND Policy
- Behaviour Policy
- Anti-Bullying Policy
- Accessibility Plan
- North Lincolnshire Council's Equality, Diversity and Inclusion Strategic Framework (which also covers our Public Sector Equality Duty) can be found here: <https://www.northlincs.gov.uk/community-advice-and-support/equality-diversity-and-inclusion/#1593630887545-a6fa95b3-f6cd>