



Kirkdale, St Lawrence CE
Voluntary Aided Primary School

Equality and Diversity Policy

Adopted: January 2023
Review date: January 2025

J.Campbell

“Together, with God in our heart, the path to our dreams with start”

Inspired by Psalm 20:4

Our School Vision

We are the Kirkdale, St Lawrence CE family. We are a nurturing, safe, inclusive school which is the anchor of our diverse community. Through God’s love, we support everyone to flourish spiritually, academically and personally; this is our heartbeat. All are valued here for who they are and what they could become.

Our School Values

Hope	Thankfulness	Trust	Compassion	Courage
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INTRODUCTION

The Governors and Staff at Kirkdale, St Lawrence CE VA Primary School are committed to providing all pupils with a curriculum which provides equality of opportunity and freedom from discrimination. We are committed to overcoming sexist, racist and prejudice attitudes with an approach which seeks to raise consciousness, acceptance, open-mindedness and develop positive attitudes.

AIMS AND EXPECTATIONS

At Kirkdale, St Lawrence CE Primary, we do not discriminate against any member of our school community on the grounds of any of the protected characteristics (age, gender, sexual orientation, race or nationality, gender reassignment, pregnancy, religion or disability) We promote the principles of fairness and justice for all through the curriculum that we provide in our school and our School Christian Values, Motto and Vision both which create our unique school ethos.

We promote the principles of fairness and justice for all through the education we provide and ensure that all pupils have equal access to the full range of educational opportunities provided by the school.

- ✓ We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- ✓ We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- ✓ We challenge stereotyping and prejudice whenever it occurs.
- ✓ We celebrate the growing cultural diversity of our community and show respect for all minority groups.
- ✓ We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

TO ACHIEVE THESE AIMS WE WILL:

- involve stakeholders in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies and procedures;
- publish and share our policies with the whole community;

- collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage;
- use all available information to set suitable learning challenges for all, respond to pupils' diverse needs and overcome any potential barriers to learning;
- ensure that the wider school curriculum makes explicit and implicit provision to promote and celebrate diversity;
- have high expectations of behaviour which demonstrates respect to others:
- ensure that all reasonable adjustments are made to ensure equality of opportunity.
- Refer all of our work here to the "inclusive, safe and nurturing school" that our vision statement sets us out to be

EQUALITY AND THE LAW

The Equality Act 2010 has replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. It also provides some changes that schools need to be aware of. The Equality Act 2010 provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful. It simplifies the law by removing anomalies and inconsistencies that had developed over time in the existing legislation, and it extends the protection from discrimination in certain areas.

- The Act requires all public organisations, including schools to comply with the Public Sector Equality Duty. The "general duty": This requires all public organisations, including schools to
 - Eliminate unlawful discrimination, harassment and victimisation
 - Advance equality of opportunity between different groups
 - Foster good relations between different groups

This policy describes how Kirkdale, St Lawrence is meeting these statutory duties and is in line with national guidance. It includes information about how the school is complying with the Public Sector Equality Duty and also provides guidance to staff and outside visitors about our approach to promoting equality.

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ROLES AND RESPONSIBILITIES

The governing board will:

- Ensure that the equality information and principles as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the head teacher

The head teacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Implement the policy and its strategies and procedures;
- ensure that all staff receive appropriate and relevant continuous professional development;
- actively challenge and take appropriate action in any cases of discriminatory practice;
- deal with any reported incidents of harassment or bullying in line with LA guidance;
- ensure that all visitors and contractors are aware of, and comply with, the school's equality and diversity policy;

All staff will:

- be vigilant in all areas of the school for any type of harassment and bullying;
- deal effectively with all incidents from overt name-calling to the more subtle forms of victimisation caused by perceived differences;
- identify and challenge bias and stereotyping within the curriculum and in the school's culture;
- promote equality, and good relations and not discriminate on the grounds of any protected characteristics;
- promote an inclusive curriculum and whole school ethos which reflects our diverse society;

- keep up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources.

BREACHES OF POLICY

All breaches of the policy will be rigorously followed up using the appropriate procedures and reported to the Governing Body and LA as required