



## **Equality and Diversity in School Policy (Whole School including EYFS)**

*UNICEF Rights of the child articles: 2,8,12,13,14,16,23,29,30*

### **Introduction**

Within the mission statement of our school the need to value the individuality of all of our pupils is implicit. We are committed to giving each pupil from EYFS through to Year 6 the opportunity to achieve the highest of standards. Within this ethos of achievement, we do not tolerate bullying and harassment of any kind. As a school committed to the Rights Respecting ethos, this policy helps to ensure that Avon House School promotes the individuality of all our pupils, irrespective of ethnicity, age, disability, gender or background (article 2 UNCRC). We aim to reflect the multi-ethnic nature of our society and ensure that the education we offer fosters positive attitudes to all people.

We are a nurturing school which prepares pupils for 11+ and common entrance examinations but we believe that the educational experience can only be enriched if pupils are exposed to as wide a range of cultural and extra-curricular experiences as possible whilst they are developing.

The School will **not** tolerate unfair or unlawful treatment on the grounds of:

- race, colour, nationality, ethnic or national origin
- religion or belief
- gender, gender reassignment, gender expression and identity
- disability
- sexual orientation, civil partnership/marital or parental status
- age

This policy reflects the general and specific duties of schools as detailed in The Race Relations Act 1976 and as amended by The Race Relations (Amendment) Act 2000. This policy aligns with other school related policies: Anti-bullying, Equal Opportunities, Special Educational Needs and Child Protection. This policy encompasses the articles of the United Nations Convention on the Rights of the Child.

### **Types of Discrimination**

The Equality Act 2010 makes it unlawful to discriminate, harass or victimise someone because they have or are perceived to have a “protected characteristic” or are associated with someone who has a protected characteristic. The 'protected characteristics' under the Act are:

- age
- disability
- gender reassignment
- marriage and civil partnership



- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.
- **Direct discrimination** – This is when someone is treated less favourably than another because of a protected characteristic. An example of direct discrimination would be if a female job applicant gets passed over for a job in favour of a male applicant who is less suited for the role.
- **Indirect discrimination** – This is when a policy or working condition puts someone with a protected characteristic at a disadvantage. An example of indirect discrimination would be to request that all employees are clean shaven, effectively putting members of some religious groups at a disadvantage.
- **Harassment** – This is offensive or intimidating behaviour which may cause humiliation, hostility, intimidation or offence. Even where harassment was not intended on the employee, he / she can still complain of harassment on grounds of the conduct creating an offensive environment.

Third party harassment - This is offensive or intimidating behaviour by a third party (customer / client).

- **Victimisation** – This is when an individual has made a complaint, or an individual has supported another who has made a complaint, and is then treated less favourably for doing so.
- **Failure to make reasonable adjustments** – This is when reasonable adjustments may be required to support an individual who is disadvantaged, for example, due to a disability, and the reasonable adjustments are not made or considered.

## Leadership and Management

### Commitments

Our school will be proactive in promoting racial equality, good race relations and tackling racial discrimination through our curriculum and assemblies etc.

The School Management will work in partnership with others to promote equality of opportunity and to oppose all forms of oppressive behaviour, prejudice and discrimination.

All staff have a duty to cooperate with the School to make sure that this policy is effective in ensuring equal opportunities and in preventing discrimination, harassment or bullying. Staff are responsible and obliged to abide by this policy during day-to-day conduct with internal and external colleagues and customers, and during out of office hours School events and gatherings.



All staff in the school will encourage, support and enable all pupils to reach their full potential.

The School Governors will ensure our environment continues to respect and value cultural, linguistic and religious differences.

Staff in the school will aim to ensure that appropriate support is provided for isolated pupils of different ethnic groups.

### **Responsibilities**

The School Governors and Senior Leadership Team are responsible for ensuring that the school fulfils its legal responsibilities and that this policy and its related procedures and strategies are implemented.

The Head Teacher and the Deputy Head Teacher are responsible for implementing the policy and for ensuring that all staff are aware of their responsibilities and are given appropriate training and support for taking the correct action in cases of racial harassment. They are responsible for co-ordinating racial equality work and dealing with reported incidents of racism and racial harassment.

All staff are expected to deal with racist incidents that may occur, to know how to identify and challenge racial and cultural bias and stereotyping. They should have training so they know how to support pupils in their class for whom English is an additional language and to incorporate the principles of equality and diversity into all aspects of their work.

Failure to follow this policy by any staff may be considered an act of gross misconduct and could result in summary dismissal under the School's disciplinary procedure. Staff should also bear in mind that they can be held personally liable for any act of unlawful discrimination or harassment. Staff who commit serious acts of harassment may also be guilty of a criminal offence.

### **Aims and Objectives**

In our school we aim to tackle discrimination and promote equality of opportunity and good race relations across all aspects of school life. We do this by:

- Creating an ethos in which pupils and staff feel valued and secure and to make our school a place where everyone, irrespective of their race, colour, ethnic or national origin or their citizenship, feels welcome
- Ensuring that an inclusive ethos is established and maintained
- Building self-esteem and confidence in our pupils, so that all pupils can then use these qualities to influence their own relationships with others
- Having consistent expectations of pupils and their learning. To ensure that all pupils are encouraged and able to achieve to their full potential
- Preparing pupils for life in a diverse society and world



- Removing or minimizing barriers to learning, so that all pupils can achieve
- Encouraging pupils to respect and value linguistic, cultural and religious diversity in the wider community
- Ensuring that our teaching takes into account the learning needs of all pupils through our schemes of work, lesson planning and IEPs
- Making clear to our pupils what constitutes aggressive and racist behaviour
- Identifying clear procedures for dealing quickly with incidents or racist behaviour
- Making pupils and staff confident to challenge racist and aggressive behaviour ... “it is not an option to do nothing”.

### **Teaching and Learning Style**

We aim to provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. To do this teaching and learning will:

- Ensure equality of access for all pupils and prepare them for life in a diverse society
- Use materials that reflect a range of cultural backgrounds without stereotyping
- Promote attitudes that will change racist behaviour
- Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- Seek to involve all parents in supporting their child’s education
- Provide educational visits and extra-curricular activities that reflect different groupings
- Make best use of all available resources to support the learning of all groups of pupils

### **Valuing Diversity in Families**

- We welcome the diversity of family lifestyles and work with all families
- We encourage children to contribute stories of their culture in school
- We encourage parents/carers to take part in the life of the classes and to contribute fully
- For families who speak languages in addition to English, we will develop means to ensure their full inclusion.

### **Tackling Racial Harassment**

Any incident of racial harassment is unacceptable in our school.

Any adult witnessing an incident or being informed about an incident must follow these agreed procedures:

- Stop the incident and comfort the pupil who is the victim
- Reprimand the pupil who has caused the incident
- If the incident has been witnessed by other pupils, explain to them why it is wrong
- Report the incident to the Head Teacher or Deputy Head Teacher and inform him/her of the action taken



- Inform the class teacher(s) of the pupils involved and record what has happened in the Incident Book kept by the Head Teacher
- The Head Teacher will inform both sets of parents if appropriate

**At Avon House School we acknowledge the existence of racism and are proactive in tackling and eliminating racial discrimination.**

### **Enforcement**

Any breach of this policy may be subject to either summary dismissal or action under the School's disciplinary procedure, and could also be classed as a criminal offence under the Equality Act 2010.

The School will take all complaints and allegations seriously and investigate them fully.

A successful equality policy requires strong and positive support from teachers, parents and all those involved in the education and care of our pupils. This also demands a full acceptance of the school's ethos and respect of others.

Reviewed September 2018 AC

Reviewed August 2019 AC

Reviewed August 2020 GB

Reviewed August 2021 AC