

**Somerby Primary School**



**MOWBRAY**  
Education Trust

# **Equality and Diversity**

**In accordance with the Equality Act Oct 2010**

This policy is reviewed according to the School policy schedule and was agreed by the Local Governing Body of Somerby Primary School in March 2015

Headteacher

Chair of Governors

# Somerby Primary School

## POLICY DOCUMENT:            **EQUALITY & DIVERSITY**

### Introduction

This Equality and Diversity Policy has been developed in accordance with the **Equality Act (1<sup>st</sup> October 2010 and Equality Duty April 2011)** by the Governors and staff at Somerby Primary School. It represents a commitment to a common set of values and objectives and to a consistent approach to communicating, implementing and monitoring the policy.

### Aims

Somerby Primary School is committed to promoting and achieving equality of opportunity for all pupils, parents, staff, governors and visitors. We believe that all people are of equal value and are entitled to equality of opportunity irrespective of:

- Age
- Race
- Disability
- Religion and belief
- Gender reassignment
- Sex
- Pregnancy and maternity
- Sexual orientation

### Values, Principles and Standards

Equality of opportunity is fundamental to good practice in education, in which fairness of opportunity for all is a basic right. This policy is therefore underpinned by the following values, principles and standards:

- Equality and social justice
- acknowledging and valuing diversity
- respect for others
- Compliance with equal opportunities legislation
- Elimination of all forms of prejudice and unfair discrimination
- Active challenge to stereotypes, prejudiced attitudes and unfair discriminatory behavior
- commitment to inclusive education which enables and supports all pupils to develop their full potential
- Accountability for compliance with this policy by all members of the School communities and others engaged in School business or activities.

### Objectives

The objectives of this Equality and Diversity Policy are to:

- develop an ethos which respects and values all people
- actively promote equality of opportunity
- prepare pupils for life in a diverse society
- promote good relations amongst people within the School community and the wider communities within which we work
- eliminate all forms of unfair discrimination, bullying, harassment or other oppressive behavior
- deliver equality and diversity through academy policies, procedures and practice
- do our utmost, within available resources, to remove barriers which limit or discourage access to academy provision and activities
- take positive action to provide encouragement and support to individuals and groups whose progress

has been limited by stereotyping and cultural expectations

[] monitor the implementation of equality and diversity within the academy

[] set targets for improvement and evaluate the impact of equality and diversity action in achieving our goals.

### Communication of Equality and Diversity Policy

We will take active steps to communicate this Equality and Diversity Policy to all pupils, parents, staff, and governors of the academy.

### Responsibilities and Accountabilities

The Governors are responsible for:

- Making sure the academy follows all of its equality and diversity policies and codes, and meets its legal responsibilities with respect to equality

The Head Teacher is responsible for:

- Ensuring policies and procedures are in place to comply with all equality legislation
- ensuring that the academy implements its equality and diversity policies and codes of practice
- Following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying
- Ensuring that appropriate records are kept of any cases of unfair discrimination, harassment or bullying

School managers are responsible for:

- Putting the academy's equality and diversity policies and codes into practice
- Making sure that all staff know their responsibilities and receive the support and training necessary to carry them out
- Following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying

All staff are responsible for:

- Promoting equality and diversity, and avoiding unfair discrimination
- Challenging any incidents of unfair discrimination, or racial, sexual or other stereotyping, perpetrated by pupils or other staff
- Keeping up-to-date with equality law and participating in equal opportunities and diversity training
- reporting any incidents of unfair discrimination, harassment or bullying to senior managers

Pupils are responsible for:

- Respecting others in their language and actions
- Obeying all of the academy's equality and diversity policies and codes

### Monitoring and Review

This Equality and Diversity Policy has been approved and adopted by the governing body of the academy and will be reviewed every year to ensure it remains compliant with Equality and Diversity legislation.

The academy will prepare and publish details of its equality objectives on an annual basis. This will be prepared in consultation and published on the academy website.

***Policy Last Reviewed: March 2015***