



*Growing as we learn. Learning as we grow.  
Rooted in Jesus.*

**ST MARGARET'S COLLIER STREET CE SCHOOL**

**EQUALITY & DIVERSITY  
POLICY**

Review:	June 2022
Agreed by Governors:	July 2022
Next Review:	July 2024

## **St. Margaret's Collier Street C of E Primary School**

### **Equality and Diversity Policy**

Inspire, Nurture, Discover

*'Learning as we grow. Growing as we learn. Rooted in Jesus.'*

*A rural community, learning and growing together, sharing the love of God. We believe that each individual will be inspired and nurtured so that they flourish in their learning, relationships and personal growth so that together we discover life in all its fullness.*

As an Anglican Church School, we seek to create and sustain an ethos based on the Christian values of friendship, fairness, respect and helpfulness and free from prejudice. We aim to nurture and develop positive spiritual, moral, social and cultural attitudes within our community. Religious Education and collective worship are central to the life of our School, whilst reflecting the rich variety of religious traditions and diversity of our society. The School seeks to foster a friendly, welcoming and respectful environment, which allows us to question and challenge discrimination and inequality, resolve conflicts peacefully, and work and learn free from harassment and violence.

We seek to provide a secure, happy and well-disciplined environment in which individuals flourish. Our expectations for achievement are high. Our aim is to inspire children to develop a love of learning, broadening their creativity and enabling them to discover their full potential. The curriculum will aid this by particularly focusing on:

1. Globalisation and interdependence
2. Identity and diversity
3. Concern for the environment
4. Self-awareness and reflection / empathy
5. Critical and creative thinking

Consequently, we aim to prepare responsible and assured citizens who will make a valuable contribution to the society of the future.

## **1. The School Context**

St. Margaret's Church of England Primary School ('School') is a half form entry rural School with around 124 pupils in the village of Collier Street, Tonbridge, Kent.

## **2. Equal Opportunities**

Equality of opportunity in schools is about providing equality and excellence for all in order to promote the highest possible standards of achievement. Equality of opportunity applies to all members of the school community - pupils, staff, Governors and parents.

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). This means that Schools cannot discriminate against pupils nor any member of our community or treat them less favourably because of their sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation or pregnancy or maternity. This policy describes how the School is meeting these statutory duties and is in line with national guidance.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups. We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

## **3. Aims and Values**

The School is committed to:

- ensuring that all Governors, pupils, and staff are encouraged and able to achieve their full potential.
- helping all pupils to develop a sense of their own personal and cultural identity and to respect the identities of others.
- encouraging every pupil to develop the knowledge, understanding and skills needed to participate in a multi-cultural society and an interdependent world.
- opposition to all forms of prejudice, discrimination, harassment and racism.
- promoting positive attitudes to difference and good relationships between people with different backgrounds, cultures, faiths, abilities and ethnic origins.
- promoting spiritual, moral, social and cultural development through a broad and rich curriculum and extra-curricular opportunities, ensuring equality of opportunity.
- promoting the values of kindness, respect, collaboration and creativity.

## **4. Our Commitment to Equal Opportunities**

We do not discriminate against anyone, be they employee, contractor, or pupil, on the grounds of their sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation, age or pregnancy or maternity.

We promote the principles of fairness and justice for all through the education that we provide in the School.

We 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 celebrate the cultural diversity of our community and show respect for all minority groups.

We challenge stereotyping and prejudice whenever it occurs. 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.

We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident. We endeavour to make our School welcoming to all minority groups. We promote an understanding of different cultures through the topics studied by the children, and we reflect this in the displays of work shown around the School. Should anyone at our School be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have.

##### **5. We actively seek out opportunities to embrace the following key concepts:**

- Shared Humanity. Underlying our diversity lies commonality and shared values, aspirations and needs. We value our fundamental similarities and universality
- Valuing difference and diversity. We appreciate the richness within our differences and look for ways of celebrating and understanding them better
- Interdependence, interaction and influence. We recognise that, as they evolve, distinct cultures, beliefs and lifestyles will impact on and inform each other
- Social cohesion within the School and within our local community
- Excellence. We aim to inspire and recognise high personal and collective achievement throughout our community, the UK and the wider world. Excellence is to be found everywhere
- Personal and cultural identity. We will provide opportunities to explore and value the complexity of our personal and cultural identities

- Fairness and social justice. We will develop our understanding of the inequality that exists in society and explore ways of individually and collectively promoting a more equitable society

## **6. Roles and Responsibilities**

**The Governing Body** is responsible for ensuring that the School complies with the Equality Act 2010 and other equal opportunities legislation ensuring that this policy and its related procedures and strategies are implemented. It has set out its commitment to equal opportunities in this Policy and will continue to do all it can to ensure that all members of the School community are treated fairly and equally.

The Governing Body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at the School and will take all reasonable steps to ensure that the School environment gives access to people with disabilities.

The Governors welcome all applications to join the School, whatever background or disability a child may have and will ensure that no child is discriminated against whilst in our School on account of their sex, religion or race, so that all children have access to the full range of the curriculum.

### **Our Headteacher will:**

- ensure that staff, parents/carers, pupils, visitors and contractors are informed about this policy and their obligations
- oversee the effective implementation of this policy
- ensure that all staff are aware of this policy, and that they apply its guidelines fairly in all situations.
- ensure that staff have access to relevant training to implement this policy
- develop partnerships with external agencies where appropriate regarding this policy so that the School's actions are in line with the best advice available
- ensure that all members of staff and of the Governing Body are kept up to date with any developments affecting this policy or actions arising from it.
- ensure that all appointments panels give due regard to this policy, so that no-one is discriminated against in employment or training opportunities.
- promote the principle of equal opportunity when developing the curriculum
- The Headteacher will treat all incidents of unfair treatment and any racist incidents with due seriousness.

### **Our Classroom teachers / Assistants will:**

- ensure that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.
- when selecting classroom material pay due regard to the sensitivities of all members of the class and not provide material that is racist or sexist in nature.

- when designing schemes of work, use this policy as a guide, both in the choice of topics to stud, and in how to approach sensitive issues.
- teach about difference and diversity and the impact of stereotyping, prejudice and discrimination across the curriculum.
- provide opportunities for pupils to listen to a range of opinions and empathise with different experiences.

**Our parents/carers will:**

- be encouraged to actively support this policy as well as the School's commitment to promoting equalities and meeting the requirements of the Equalities Act
- be encouraged to attend any relevant meetings and activities related to this policy
- be informed of any incident related to this policy which could affect their child
- report any concerns they may have about their child being treated unfairly

**Our School staff will:**

- be involved in the ongoing development of this Policy
- be fully aware of this Policy and how it relates to them

**7. Curriculum, Teaching and Assessment**

In our curriculum planning we endeavour to meet the needs of all pupils. Resources are selected and used to promote equal opportunities. The criteria used for allocating groups are fair and equitable for all pupils. Our aim is to ensure that assessment methods are free from any unfair bias. We use assessment outcomes to identify the specific needs of any pupils who may be underachieving. Our aim is to make sure that teaching methods and styles are varied to take account of different needs of individuals or groups of pupils.

Wherever possible we aim to celebrate cultural and racial diversity through the curriculum. Our aim is not only to encourage all pupils to oppose racial discrimination but also to make sure that they have the skills to challenge such racism as and when it occurs.

Extra-curricular activities cater for the interests and capabilities of all pupils and all have access to them. These are provided both during and after the School day so that as far as possible all pupils have access to them.

**8. Admissions, Attendance, Discipline and Exclusion**

We take steps to ensure that the admission process is fair and equitable to all children. The School monitors pupil attendance by groups (including ethnicity and gender) and uses data to develop strategies to address poor attendance. We accommodate staff and pupils' needs to take time off for religious festivals.

Our procedures for disciplining pupils and managing behaviour are fair and are applied equally to all pupils irrespective of ethnicity or gender. All processes for excluding a pupil are free from discrimination and our strategies to re-integrate excluded pupils accommodate the needs of all pupils.

## **9. Staffing**

The School adheres to recruitment and selection procedures which are fair, promote equality and are in line with statutory duties, the Equality Act and operate within the framework provided by Kent County Council. The School is committed to supporting and providing opportunities for the professional development of all staff.

The School complies fully with legislation which protects our staff (including teachers, classroom assistants, supervisors, student teachers and administration personnel) from unlawful discrimination.

## **10. Evaluation and Review of this Policy**

It is the responsibility of the Governing Body to monitor the effectiveness of this policy and its compliance with Equality legislation from time to time. The work will be undertaken by the Learning and Development Committee which will report to the Governing Body.