



Equality and Diversity Policy

Bramley Church of England (VA) Infant and Nursery School

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1. Aims

Bramley C of E Infant and Nursery School (the School) aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between people (pupils, staff or parents and carers) who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

Specific vulnerable groups within the school community may include:

- People with Special Educational Needs or Disabilities (SEND)
- People who have English as an additional language (EAL)
- People who are newly arrived from overseas, including refugees and asylum seekers
- People from black and minority ethnic groups (BME)
- Children who are able, gifted or talented (A, G &T)
- Children who are looked after (LAC)
- People who are transient (mobile)
- Children who are infrequent attendees
- Children excluded or at risk of exclusion
- Disadvantaged children eligible for Pupil Premium Funding
- Members of the LGBTQ community

Many children will face barriers to learning at some point in their school career and the School recognises that children may fall into more than one of the groups identified above. Whilst this policy describes provision for groups of children, all interventions are based on individual pupil's needs.

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](https://www.legislation.gov.uk/ukpga/2010/15/contents)¹, which introduced the public sector equality duty and protects people from discrimination.
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](https://www.legislation.gov.uk/uksi/2011/2260/contents/made)², which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives.

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf)³.

¹ <https://www.legislation.gov.uk/ukpga/2010/15/contents>

² <https://www.legislation.gov.uk/uksi/2011/2260/contents/made>

³ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf

3. Roles and responsibilities

The Governing Board will:

- Ensure that the equality information and objectives 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 three years.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher.

The Equality Link Governor will:

- Meet with the designated member of staff for equality (the Headteacher) every year and other relevant staff members, to discuss any issues and how these are being addressed.
- Ensure they are familiar with all relevant legislation and the contents of this document.
- Attend appropriate equality and diversity training.
- Report back to the full governing board regarding any issues.

The Headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils.
- Monitor success in achieving the objectives and report back to governors.
- Support the staff in promoting knowledge and understanding of the equality objectives amongst staff and pupils.
- Meet with the equality link governor every year to raise and discuss any issues.
- The Headteacher will identify any staff training needs and deliver training as necessary.

All school staff are expected be aware of the aims this document.

4. Eliminating discrimination

The School is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, the School's policies will include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors will be regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it will be recorded in the meeting minutes.

New staff will receive training on the Equality Act as part of their induction, and all staff will receive regular refresher training. Reasonable adjustments for all staff with disabilities will be agreed to meet their needs and ensure that any disadvantages they might experience are addressed. All members of staff involved in recruitment and selection will receive training on equal opportunities and non-discrimination.

The School has a designated member of staff for monitoring equality issues (the Headteacher), and an Equality Link Governor. They will regularly liaise regarding any issues and make staff and governors aware of these as appropriate.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the School aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people (pupils, staff or parents) which are connected to a particular characteristic they have.
- Taking steps to meet the particular needs of people who have a particular characteristic.
- Encouraging people who have a particular characteristic to participate fully in any activities. In fulfilling this aspect of the duty, the School will:
- Publish attainment data each academic year showing how pupils with different characteristics are performing.
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information.
- Make evidence available identifying improvements for specific groups.

6. Fostering good relations

The School aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of its curriculum and school Values and Vision statement. This includes teaching in RSHE, and personal, social, health and economic education (PSHEE), but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures and including a diversity of backgrounds.
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies, and the School will also invite external speakers to contribute.
- Working with the local community. This includes inviting leaders of local faith groups to speak at assemblies and organising school trips and activities based around the local community.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the School. For example, the school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the School's activities, such as sports clubs. The School will also work with parents to promote knowledge and understanding of different cultures.
- The School is able to access specialist knowledge about particular characteristics through the Schools Alliance for Excellence, which helps inform and develop its approach.

7. Equality considerations in decision-making

The School will ensure it has due regard to equality considerations whenever significant decisions are made.

The School will always consider the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the School will consider whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

This policy will be considered when writing risk assessments for school trips and activities and any equality and diversity impact will be included. The record will be completed by the member of staff organising the activity and will be stored electronically with the completed risk assessment.

8. Monitoring arrangements

The Children and Learning Committee will review the School's Equality and Diversity policy document at least every 3 years and it will be approved by the Governing Body.

9. Complaints procedure

The School will deal promptly and effectively with any incidents and complaints of bullying and harassment that may include prejudice-based bullying related to special education needs, sexual orientation, sex, race, religion and belief or disability. Anyone wishing to raise a concern should follow the procedure set out in the School's complaints policy.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Safeguarding policy
- Complaints policy