


Equality, Diversity and Inclusion Policy

September 2024

ISI Reference	Education, training and Recreation
Key Author	Deputy Head
Reviewed by	Head
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Signed: 	Steve Honeywood, Chair of Governors 3/09/24
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Equality and Diversity Policy

The school considers itself a community in which each individual's needs should be recognised and each of its members' talents and aptitudes should be fostered. It is as a living and caring community that the school is committed to a policy of equal opportunities for children, parents and staff.

The school will not discriminate against anyone on grounds of their racial or ethnic origin, culture, age, health conditions, circumstances relating to home life, gender, sexual orientation, religious beliefs or, where practicable, disabilities.

This policy extends to the school's recruitment and admissions procedures.

This policy should be read in conjunction with the school's Behaviour Policy, Disability Policy, Accessibility Planning Policy, Anti-Bullying Policy, and Cyberbullying Policy

The school welcomes its duty not to be discriminatory in its practices under the Equality Act 2010.

As set out in the school's Ethos and Aims, Disability, Special Educational Needs and Pastoral Care policies, the care for each child is central to the school's aims and provision.

Furthermore, the school understands the contribution that education can make in encouraging positive and questioning attitudes toward Equal Opportunities in the context of the wider community and recognises that:

- Developing understanding of the views and rights of groups to which we do not ourselves belong is an important part of learning to live in society.
- The school's curriculum is enhanced by children learning to understand and respect differences of gender, race, religion, culture, age, sexual orientation, ability and disability and social disadvantage.

The school undertakes, therefore:

- To promote the self-esteem and to foster the social and emotional growth of each child throughout school life and in particular through the school's pastoral system and PSHEE curriculum.

- To endeavour to ensure that both boys and girls have full entitlement to a broad and balanced programme and opportunities.
- To provide all pupils access to all sports on offer through our clubs and activities programme, even where single-sex teams exist for competitive fixtures, in line with Health and Safety requirements and risk assessments for each sport.
- To provide, through the behaviour of the staff, towards each other and towards children, an example that will encourage children to grow up conscious of the importance of equal opportunities and respect for others.
- To respect the cultural and ethnic diversity of children, parents and staff, welcoming the enrichment of the environment which this brings, and to foster positive attitudes towards our multi-cultural society.
- To recognise and value differing religious belief systems within the teaching of religious studies, and to make staff and pupils aware of relevant religious festivals and of any implications they may have for certain pupils.
- To make use of opportunities within the life of the school to increase religious awareness and tolerance and to forge links with the wider community to promote an understanding of and respect for others.

As set out in the Disability policy, the school will make every effort to ensure that no child, parent or member of staff is disadvantaged as a result of their disability, although it needs to be recognised that the physical layout of the site and buildings may restrict the movement of individuals with particular difficulties with mobility.

The school recognises the value to children of having male and female role models. However, vacant posts are always filled by the best applicant, irrespective of gender.

The continuing development of our community and of the equality of opportunity on which it is based, requires the co-operation and commitment of all concerned and we trust that all parents will wish to give their full support to the school in this vital aspect of its life.

The Head is responsible for ensuring that this policy is followed. Any child, parent or member of staff who considers that there has been a breach of this policy should inform the Head who will investigate the matter and take action, as appropriate.