

*Winchelsea*



*All Individuals Matter*

**WINCHELSEA PRIMARY SCHOOL**  
**RUSKINGTON**

**EQUALITY & DIVERSITY POLICY**

## **Part 1: Introduction**

Winchelsea is committed to the promotion of equality and diversity and is committed to developing a curriculum, which is accessible and suitably challenging for all learners.

Our aim is that every learner will be able to achieve at a level that reflects his or her potential for success. Every learner should be able to work alongside their peers, receiving the support they need to access the curriculum. We are working towards identifying and removing barriers in every aspect of school life and to exploring and implementing strategies for inclusion.

As a school we are aware of the need to promote community cohesion and believe that, by overcoming barriers to learning we can promote equality of opportunity to learners from all cultural and social backgrounds. In doing this, we feel that we are working towards a society where similar life opportunities are open to all.

The legislation which applies to schools with regard to equality is complex and requires us to have in place various policies and practices. We have chosen to combine these requirements into a single policy.

This policy therefore includes specific commitments for our:-

- Disability Equality
- Gender Equality
- Race Equality
- Responses to legislation on special educational needs, religion and belief, age and sexual orientation.

## **Part 2: Equality**

Our aim is to eliminate unlawful discrimination and to promote equality of opportunity and good community relations.

Equality in the context of school life involves all people involved in the development of the school and covers areas such as:-

- Progress, attainment and assessment.
- Behaviour, discipline and exclusion.
- Pupils' personal development and pastoral care.
- Teaching and learning.
- Admission and attendance;
- The curriculum.
- Staff recruitment and professional development.
- Partnerships with parents and guardians and communities.

This policy provides a framework for action to address the six areas of equality covered by legislation – disability, gender, race, age, religion or belief and sexual orientation.

## **2.1 Disability Equality**

We will ensure access to education and inclusion for disabled pupils in every aspect of school life by:-

- Protecting pupils from discrimination.
- Providing improvements to increase access over time.
- Providing auxiliary aids and service.

Our responsibilities extend to our staff, parents and governors. We will eliminate discrimination in employment and recruitment and actively encourage disabled parents/guardians and the parents/guardians of disabled children to participate in relevant school activities.

Our main aim is to have due regard to the need to:-

- Promote equality of opportunity between disabled people and other people.
- Eliminate discrimination that is unlawful under the Disability Discrimination Act 1995.
- Eliminate disability related harassment.
- Promote positive attitudes towards disabled people.
- Encourage participation by disabled people in public life.
- Take steps to meet disabled people's needs, even if this requires more favourable treatment.

On a day-to-day basis, Winchelsea will look at everything that is carried out in school and think about how equality of opportunity for disabled people can be better promoted. To do this successfully we will embed disability in all management practices and policy development.

Winchelsea recognises that disability arises from society's negative treatment of disabled people and is not an inevitable consequence of people's impairments. We are committed to removing barriers faced by disabled people in relation to its employment practices, decision-making and provision of services.

## **2.2 Gender Equality**

We will eliminate unlawful sex discrimination and harassment as required under the Sex Discrimination Act 1975, The Equal Pay Act 1970 and Gender Recognition Act and promote equality of opportunity between males and females involved in the school:-

- Pupils
- Staff
- Parents/guardians
- Governors.

We recognise that people of different genders can face other forms of discrimination or disadvantage because of their age, race, marital and civil partnership status, family circumstances, caring responsibilities, because they are disabled or because they are

lesbian, gay or bisexual. We also recognise the compound effect that people might experience.

### **2.3 Race Equality**

Our commitment is to eliminating unlawful discrimination and promoting good community relations. This applies to issues of ethnicity, nationality and national origin.

Winchelsea will work to provide equality of opportunity for pupils, parents and employees. We will deliver our commitments as required under the Race Relations Act 1976 and race Relations (Amendment) Act 2000. Racial harassment, victimisation and bullying will not be tolerated and will be handled effectively.

We recognise that ethnic minority people can face other forms of discrimination or disadvantage.

### **2.4 Age Equality**

Our commitment is to eliminating unlawful discrimination and promoting good community relations. This applies to issues of age.

In our employment practices, we will observe relevant legislation with regard to age and eliminate discrimination on this basis. We will carry out our duties with regard to the Employment Equality (Age) Regulation 2006.

We recognise that people of different ages can face other forms of discrimination or disadvantage.

### **2.5 Religion and Belief Equality**

Our commitment is to eliminating unlawful discrimination and promoting good community relations. This applies to issues of religion and belief. We will carry out our duties with regard to the Employment Equality (Religion or Belief) Regulation 2003.

We recognise that people with different religions can face other forms of discrimination or disadvantage.

### **2.6 Sexual Orientation Equality**

Our commitment is to elimination unlawful discrimination and promoting good community relations. This applies to issues of sexual orientation. We will carry out our duties with regard to the Employment Equality (Sexual Orientation) Regulation 2003.

We recognise that lesbian women, gay men and bisexuals can face other forms of discrimination or disadvantage.

## **Part 3: Employment**

Winchelsea will work to develop a workforce that broadly reflects the communities we serve. We will include equality of opportunity in all our employment practices, from advertising and recruitment, through to professional development and terms and conditions of employment.

In delivering our aims for equal opportunities in employment, we are making commitments which we will observe in our policies and day-to-day operations.

### **3.1 Recruitment**

- Advertising vacancies in such a way as to promote applicants from all groups in the community.
- Including only the skills and experience actually needed in job descriptions and person specifications (essential criteria).
- Including in all contracts of employment, a requirement to implement and observe equality.
- Providing application packs, and accepting applications, in alternative formats wherever practicable to the position that is vacant.
- Recognising additional skills and competences gained through less formal routes such as voluntary work.
- Ensuring that all applicants for vacancies demonstrate their skills and competence pursuant to the vacancy advertised.
- Monitoring those applying for vacancies, and those appointed, by race, gender, disability, age, religion or belief, and work-status (full/part-time).
- Supporting our employees by providing opportunities for learning and development.

### **3.2 Work Environment**

- Constantly reviewing and developing policies and procedures for employment which reflect equality legislation and modern working practices.
- Ensuring that the work environment is safe and free from harassment, victimisation and bullying.
- Making adaptations, where appropriate, to support staff in post.
- Communicating our Equality and Diversity Policy to all employees and clarifying everyone's role in delivering them.
- Dealing with all breaches of policy in a transparent, supportive and fair manner.
- Monitoring personnel activities to ensure discrimination does not take place.

### **3.3 Positive Action**

- Working toward the Employment Service's "Positive about Disable People Scheme" which commits us to:-
  - Interviewing all disabled applicants who meet the essential criteria for a vacancy and consider them on their abilities.
  - Making every effort to ensure that employees who become disabled can remain in employment.

- Ensuring that all employees are aware of disability issues pertinent to their work.
- Making sure that there is an annual (minimum) review with disabled employees with regard to their specific development needs.
- Reviewing these commitment and achievements annually, planning future improvements and reporting to the Employment Service.

#### **Part 4: Procurement**

Our obligations under statute extend to those services we contract to other providers. In the first instance, all contractors will be required to have in place their own equal opportunities policies for staff and customers, and/or a commitment to abide by our equality policy. In some circumstances, contracts may need to include requirements of providers to monitor their customers and/or staff in order that we can meet our obligations to assess our own services and/or workforce.

The requirement to provide accessible vehicles is extended to include bus and coach companies and taxis/private hire cars.

#### **Part 5: Responsibilities**

##### The Governing Body

The governors are responsible for:-

- Making sure the school complies with all relevant legislation.
- Making sure the Equality and Diversity Policy is followed.
- Ensuring that the procedures for candidates to stand for election and for parents to vote for candidates are accessible.

##### The Head Teacher

The head teacher is responsible for:-

- Making sure the Equality and Diversity Policy is readily available and that the governors, staff, pupils, and their parents and guardians know about them.
- Making sure the policy is followed.
- Making sure all staff know their responsibilities and receive support in carrying these out.
- Taking appropriate action in cases of harassment and/or discrimination.

##### All Staff

All staff are responsible for:-

- Dealing with discriminatory incidents and being able to recognise and tackle bias and stereotyping.
- Promoting equal opportunities and good community relations and avoiding discrimination against anyone for reasons of race, nationality, ethnic or national origins, disability, gender, religion or belief, age or sexual orientation.

- Keeping up-to-date with the law on discrimination and taking up training and learning opportunities.

Visitors and contractors

Visitors and contractors are responsible for:-

- Knowing and following our Equality and Diversity Policy.

Signed: \_\_\_\_\_ Dated: \_\_\_\_\_  
Chair of Governors