



Weaverthorpe CE (VC) Primary School
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Equality and Diversity Policy

This document incorporates Racial Equality, Collective Worship and Religious Education, Equal Opportunities, Gender Equality and Disability Equality.

Definition of Discriminatory behaviour:

Introduction

Weaverthorpe CE (VC) Primary School is firmly committed to Equality and Diversity. We strive to ensure we have a school which is inclusive and an environment which is accepting and where difference of any kind is both recognised and valued.

We will try our utmost to ensure that every pupil, regardless of race, disability, gender, religion and belief or sexual orientation is given the opportunity to achieve high standards and that strategies are in place to tackle under-achievement.

We have a statutory obligation to promote the integration and valuing of all groups of people and to actively respond to any incidents of discrimination and prejudice wherever they may appear.

We respect the equal rights of all our staff, other members of our school community and visitors to our school. We strive to ensure that anyone working or volunteering in our school will include a possible gender mix, diverse ethnic groups and people with disabilities. We hope this will provide a positive role model for all pupils and promote acceptance and understanding in our community.

When monitoring attainment, we endeavour to close any achievement gap for pupils from all ethnic groups, vulnerable groups and anyone else identified as needing support to succeed.

Race and Community Cohesion

We recognise that some people experience discrimination due to their colour, race, nationality, religion and ethnic origin. This discrimination can appear through issues based around housing, employment, education etc. Racial harassment can cause immense emotional and physical damage and we will take all necessary measures to protect our families, to support them to feel safe and to enjoy and achieve. Both school and the Governing body are committed to working for the equality of all ethnic groups and understand their accountability.

Weaverthorpe CE (VC) Primary School recognises and values racial diversity. We promote a sense of belonging and a mutual understanding of people from all racial groups that contribute towards our British identity. We take seriously our duty in the 2000 Race Relations (Amendment) act to promote racial equality and will:

Tackle unlawful discrimination by

- Keeping accurate records of all ethnic and faith groups, their backgrounds, needs and how we respond to them.
- Dealing with complaints of discrimination and harassment quickly according to local authority guidance and notify complainants of outcomes and actions.
- Encouraging dialogue between different racial groups
- Preventing racial discrimination and promoting equality of opportunity and good relations between members of different racial, cultural and religious groups.

Support cohesion by

- Promoting activities that recognise diversity and foster understanding and respect for the faith and culture of all our pupils and their families.
- Encouraging and supporting all pupils and families from all ethnic groups to participate fully in all aspects of school life
- Promoting good race relations with support from our local community
- Dealing with misinformation that may damage positive relations

Work in partnership with individuals from all ethnic backgrounds to

- Promote active participation of minority communities
- Ensure all staff, volunteers, visitors, pupils and their families and our community understand the principles of positive race relations
- Ensure school activities are accessible to everyone
- Raise attainment and close the achievement gap between pupils of all ethnic groups where these have been identified on our assessment system
- Demonstrate our acknowledgment that modern Britain is a multicultural society and that we value, recognise and celebrate the rich diversity of modern Britain both in our attitudes and our teaching
- Support any children who are struggling to access the curriculum through language barriers

Community Cohesion

We understand our responsibility to promote Community Cohesion as included in the Race Relations (Amendment) act 2000. We understand that this is a process that should be happening in all communities to ensure both groups and individuals are able to live alongside each other peacefully.

Our contribution to supporting this will be

- To create a sense of shared values
- To develop an understanding for our children that they have a responsibility to their shared future
- To emphasise mutual respect and honesty between different groups including children and teachers
- Ensuring our school curriculum, vision and values include fairness and trust
- To support all children and parents to feel that they are treated fairly and have the same opportunities offered to them
- To foster strong and positive relationships
- To teach that we all have rights and responsibilities within our school community Disability Equality duties Disability

Weaverthorpe CE (VC) Primary School recognises that some members of our school community have disabilities. We are committed to meeting the needs of these individuals, as we meet the needs of all within our school. All reasonable steps are taken to ensure that anyone with disabilities is not placed at a substantial disadvantage compared to those without disabilities. Discrimination of any kind, on the basis of disability, will not be tolerated at Weaverthorpe CE (VC) Primary School.

Our commitment to disabled learners, their families and staff equality has four objectives:

To promote equality for those with disabilities by:

- Removing barriers to accessibility in relation to education, employment and access to services, information and buildings
- Encouraging good practice in an advisory capacity
- Upholding our principles when carrying out our duties

We will tackle discrimination against those with disabilities by:

- Challenging patronising or discriminating attitudes
- Making our environment as safe as possible and challenging antisocial or bullying behaviour against, or harassment of disabled pupils and their families, staff, student and visitors

We will support disabled pupils to achieve their full potential by:

- Providing support, assistance and care to enable them to be as independent as possible
- Support groups, networks and services for anyone who is part of our school with disabilities
- Support pupils with disabilities, staff and carers according to their individual need.

We will work in partnership with disabled pupils and their carers and staff by:

- Enabling disabled pupils, their families and staff active participation
- Involving disabled pupils, their families and staff in any changes/improvements we strive to make
- Consulting with pupils with disabilities, their families and staff with disabilities on issues which may affect them rather than 'acting on their behalf'.

We welcome the requirements of the Disability Equality Duty and promote disability equality across all areas of our school and to everyone who uses our school. We respect the need to:

- Promote equality of opportunity between people with disabilities and people without disabilities
- Eliminate discrimination that is unlawful under the Disability Discrimination Act (1995)
- Eliminate disability related harassment
- Promote positive attitudes towards people with disabilities
- Encourage participation of disabled people in school life
- Take steps to meet the needs of people with disabilities
- Monitor staff and learners by disability
- Adhere to Disability Equality procedures

We will maintain full access to education for pupils with disabilities by:

- Ensuring full appropriate access for pupils with disabilities to participate in our school curriculum
- Use positive images of people with disabilities across the curriculum
- Improve our environment to increase the extent to which pupils with disabilities can take advantage of education and other services
- Improve the delivery of information to pupils with disabilities to the same standard as is provided in writing to pupils without disabilities

We strive to make our school an inclusive environment in which all children are given an equal opportunity to learn to the best of their ability. We offer a differentiated and personalised curriculum, appropriate to individual learners. We have resources available where necessary and our SENCO monitors these children and their needs. The Head teacher is available to support both the children and their families and to refer to other agencies, with parental consent, where this will benefit the child and family.

Weaverthorpe CE (VC) Primary School recognise that we have a legal responsibility to ensure anyone with disabilities has the opportunity to take part in all aspects of school life and all reasonable steps will be taken to ensure this participation is possible. Our school is accessible to people with

disabilities and we will take reasonable steps to ensure accessibility for all. We recognise that inclusion is more than just acceptance and access but also includes the promotion of positive attitudes and opportunities within the curriculum.

Gender

This statement is taken from guidance contained in the document 'The Gender Equality Duty and Schools: Guidance for public authorities in England' (March 2007)

The school is committed to combating sex discrimination and sexism and promoting the equality of women and men.

We recognise that our society has stereotypes for both women and men, and both women and men can lose opportunities because of these stereotypes.

The school is aware that staff with caring and domestic responsibilities may need part time or flexible working hours.

We will work in partnership with other agencies to eliminate sexual harassment, domestic violence and other hate crimes.

The school is committed to ensuring the rights, under the Gender Recognition Act 2005 of transgender people (who have gender recognition certificates)

We accept our duty and will give due regard to the need to:

- Eliminate unlawful discrimination and harassment on the grounds of sex, including domestic violence, bullying and exploitation.
- Promote equal opportunity between men and women

We recognise the crucial role we have to play ensuring boys and girls benefit from equality of opportunity in all areas of life. We understand the need to challenge stereotyping and this needs to be evident in our curriculum, especially in careers, work related learning, citizenship and personal, social and health education. The role we play contributes to shaping the values and attitudes of children and we strive to challenge gender-based harassment, bullying and violence.

We all play an active part in monitoring the achievement of boys and girls and will ensure that any inequalities in achievement are identified and any targeted work necessary is carried out. The curriculum is adapted to take into account the differences in the ways which boys and girls learn.

We have a legal responsibility to challenge gender (masculine and feminine) and sex based (male and female) stereotypes and to ensure they are neither sustained or promoted eg boys sent to construction, girls to the role play corner. We instruct staff to ensure any resources are as gender diverse as possible and remove any which negatively reflect stereotypes.

We also accept that as well as schools being at the forefront of promoting gender equality for pupils, we also need to promote gender equality for our workforce. We recognise our legal responsibility to support any staff member who chooses to undergo gender re-assignment and would follow advice from our LA in how best to do so.

Religion and Belief

Our school recognises that people can face discrimination because of attitudes in society towards the faith communities to which they belong. Faith-based hate crime has increased in recent years and has become an additional issue to race hate crime. We recognise the diversity of our community and aim to work successfully with different faith groups and to offer children different perspectives.

Whilst we gather together for collective worship, we welcome members of a wide range of local religious communities to visit school and discuss what they would like to share with our children (under our school visitor guidelines and agreement) and we also visit places of worship in our community.

As a school we recognise that a person's religious beliefs may mean they have different needs and expectations which require flexibility from us. Our religious education curriculum incorporates many aspects of faith and teaches children about a wide variety of religions.

School is committed to eliminating illegal discrimination and exclusion on the basis of religion or belief.

Sexual Orientation

Weaverthorpe CE (VC) Primary School is committed to combating discrimination faced by lesbians, gay men and bisexual (LGB) people. We respect the rights of individuals to be open about their sexual orientation, tackle homophobia, challenge stereotyping and improve knowledge based around LGB. We recognise the need to protect our pupils from unlawful discrimination and harassment on the grounds of sexual orientation as required by the Equality Act (sexual orientation) Regulations 2007.

We take a pro-active approach to preventing all forms of homophobia within school. We will deal with complaints of discrimination and harassment speedily and according to local authority guidance and notify complainants of the outcome and actions taken.

Age

Our school is committed to promoting equality of opportunity for younger and older people. We recognise society has negative attitudes and stereotypes about youth, ageing, old and young people. These attitudes can lead to both young and old being socially and economically disadvantaged, excluded and marginalised.

We believe people of all ages have the right to equality of opportunity and that their contribution to our community is of significant value. Age equality means the equal participation of people of all ages to create a balance between equal citizenship, equal opportunity, equality of outcome and respect for difference.

Families

Weaverthorpe CE (VC) Primary School is aware of the evolving nature of the 21st century family. We endeavour to be fully inclusive. Our Safeguarding procedures respect how we deal with situations where violence, or other factors within a family, make it inappropriate to engage both parents in the same way.

Anti-bullying and Discriminatory policies

Our school clearly states that all forms of bullying and discrimination are unacceptable and will not be tolerated and will be dealt with appropriately. We submit and analyse data regarding bullying and discriminatory incidents and share these with our governing body.

Additional information

Weaverthorpe CE (VC) Primary School has a legal responsibility to Community Cohesion and ensure the seven legislated areas of equality and diversity are present in all aspects of school life. These seven areas are:

- Race
- Religion and Belief
- Sexual orientation
- Disability
- Age
- Gender
- Transgender

As a school community we challenge behaviour which we perceive to be non-inclusive in a way which is most appropriate and in line with our policies and guidelines and we are aware where to seek further advice if unsure of how best to deal with a matter.

We aim to acknowledge, welcome and celebrate the contribution of staff, parents, governors and children from all ethnic groups; those who are lesbian, bisexual, gay or transgender; those with disabilities; those who have a religion of belief and those who have none; and men and women of all ages.

All staff have access to opportunities for promotion and career development regardless of race, gender, sexual orientation, belief, age, disability or religion.

The Governing body will:

- Ensure our school complies with relevant equality legislation

The Head Teacher will:

- Ensure policy and procedures are followed
- Provide relevant information to the Governing body
- Ensure all staff understand their responsibilities and provide any necessary training
- Take appropriate action in cases of harassment and discrimination, including racism.

All staff will:

- Deal with racist bullying, homophobic bullying and bullying related to gender or disability or other hate incidents in line with school policy and procedures
- Ensure they are confident to spot and tackle bias and stereotyping
- Actively promote equal opportunities and good race relations
- Avoid discrimination against anyone in our school community
- Ensure they keep up to date with the law on discrimination
- Take up training and learning opportunities as appropriate
- Reflect the ethos of our school in all their actions

This document acknowledges and aims to comply with the following legal Acts and Legislation:

- Sex Discrimination Act 1975, as amended by the Equality Act 2006
- Sex Discrimination (Gender Reassignment) Regulations 1999
- Race Relations Act 1976, as amended by the Race Relations (Amendment) Act 2000
- Disability Discrimination Act 1995, as amended by the Special Educational Needs and Disability Act 2001,
- Disability Discrimination Act 2005
- Employment Equality (Sexual Orientation) Regulations 2003, as amended
- Employment Equality (Religion or Belief) Regulations 2003, as amended
- Equality Act 2006 (Religion, Belief and Sexual Orientation)
- The Equality Act (Sexual Orientation) Regulations 2007
- Employment Equality (Age) Regulations 2006