



Equality and Diversity Policy 2022-23

Our Vision and Aims for Equality and Diversity

Preston Primary School aims to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils, staff and our whole school community. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

At Preston Primary School we welcome our duties under the Equality Act 2010 which include:

- eliminating discrimination,
- advancing equality of opportunity, and
- creating good relations between different groups.

We foster welcoming and respectful environments, which allow us to question and challenge discrimination and inequality, resolve conflicts peacefully, and work and learn free from harassment and violence. Everyone within the school is expected to support and implement the Equality Policy and ensure that their behaviour and/or actions do not amount to discrimination, harassment or victimisation in any way. We believe that promoting and maintaining equal opportunities is the responsibility of everyone.

The Equality Act 2010

We will not discriminate against, harass or victimise any member of the school community because of their 'protected characteristics'. These are: age, disability, gender reassignment [transgender], marriage / civil partnership, pregnancy / maternity, race, religion and belief (and having no belief), sex (gender) and sexual orientation.

Defining Equality and Diversity

Equality is about fairness and equality of opportunity, and advancing equality of opportunity may involve treating people differently. Some people may need extra help or adjustments to be part of the school community; this includes teachers, administration, cleaning or catering staff employed at the school as well as pupils, parents/guardians and school governors.

Diversity is about valuing people as individuals and learning from our differences. Our differences can be visible and non-visible. By promoting diversity, we can meet different needs creatively to

ensure opportunities are available to all and potential is fulfilled. We are able to meet our school's aims and objectives more efficiently by promoting a diversity friendly school culture.

Culture is about the way we behave towards one another – school governors, all employees in the school, parents, pupils and the whole school community. It is about how we treat one another and respect our differences. Promoting diversity and a diversity-friendly culture helps to create a more productive school community.

Eliminating discrimination

A greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of all the academies within the Connect Trust. This environment will be achieved by:

- Being respectful
- Always treating all members of the Trust community fairly
- Developing an understanding of diversity and the benefits it can have
- Adopting an inclusive attitude
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness

We are committed to having a balanced, fair and exciting curriculum. We will regularly reflect upon the ways in which the taught and wider curricula will help to promote awareness of the rights of individuals and develop the skills of participation and responsible action. The ways in which teaching and the curriculum provision can support high standards of attainment, promote common values, and help students understand and value the diversity that surrounds them. Challenging prejudice and stereotyping will also be considered regularly.

The School expects that pupils should be exposed to ideas and concepts that may challenge their understanding to help ensure they learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination, and instead promotes inclusive attitudes.

We will also respect the right of parents to withdraw their children from learning which poses conflicts to their own beliefs.

We welcome applications from pupils with disabilities and schools will strive to meet their needs wherever possible. For disabled pupils, auxiliary aids or services will be provided whenever it is reasonable to do so, if such an aid would alleviate any substantial disadvantage that the pupil faces in comparison to non-disabled pupils.

Where practicable, appropriate facilities will be provided to meet the religious and cultural needs of pupils.

All staff will have equal opportunities to access training and development which would assist them to perform their jobs more effectively.

Fostering good relationships and dealing with prejudice

Preston Primary School does not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our School with the utmost severity. When an incident is reported, through a thorough reporting procedure, our school is committed to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

The Local Governing Body are responsible for:

- making sure the school complies with the relevant equality legislation;
- making sure the Trust Equality Scheme and its expectations are followed.

The Headteacher is responsible for:

- making sure the Trust Equality Scheme and its procedures are followed;
- making sure the equality plans are readily available and that the Governors, staff, pupils, and their parents and guardians know about them;
- producing regular information for staff and Governors about the plans and how they are working;
- making sure all staff know their responsibilities and receive training and support in carrying these out;
- taking appropriate action in cases of harassment and discrimination, including racist bullying, homophobic bullying and bullying related to gender or disability; and for recording incidents.

All staff are responsible for:

- dealing with racist, homophobic and other hate-incidents;
- being able to recognise and tackle bias and stereotyping;
- promoting equal opportunities and good race relations;
- avoiding discrimination against anyone for reasons of ethnicity, disability or gender
- keeping up to date with the law on discrimination; and
- taking up training and learning opportunities.

The Designated Safeguarding Lead is responsible overall for:

- dealing with reports of hate-incidents, or other concerns which may invoke the Prevent Strategies.

Visitors and contractors are responsible for:

- knowing and following the Equality values.

Breaches of Policy

Preston Primary School views any form of discrimination as a serious act of misconduct. Any allegation of a breach in the policy will be investigated. This may lead to disciplinary or other appropriate action being taken and in the case of harassment, might call for police involvement..

Bullying and Diversity incidents

All pupils should be safe and feel valued as individuals, whatever characteristics they may have. Bullying and harassment of pupils, staff, parents, visitors and/or contractors by pupils on the basis of their identity (including a perceived characteristic, and by association with a protected characteristic) is unacceptable. Incidents will be logged, investigated and appropriate actions taken to prevent future incidents and to support the victim as outlined in the anti-bullying policy.

Preston Primary School takes seriously all complaints. Where a complaint is related to equality/diversity issues, the school procedure for dealing with complaints will apply. Complaints should be made to the Head Teacher or Chair of Governors. Contact details are available from the school office.

Relevant School Policies:-

This scheme should be read in conjunction with the following school documents

- Behaviour Policy
 - Anti-Bullying Policy
 - SEN Policy
 - Equality Statement
 - Safeguarding Policy
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