



To be read in conjunction with all other policies plus: -

Accessibility Plan

Equalities and Diversity Policy 2017-2020

This policy applies to all members of our school community and it is the specific responsibility of staff to make sure its principles are made clear to the children. Parents and carers should know that Broadway Infant School has an Equalities policy and is committed to equality of opportunity for all members of the school community.

Rationale

All members of the school community are equally valued, irrespective of their gender, age, race, disability, religion or belief, nationality, socio/economic circumstances, family background, marital status, sexual orientation and gender reassignment. Through the celebration of diversity, we can provide positive support for the whole school community and embrace achievement for all. We strive for all children to reach their full potential. We are committed to challenging the inequality that exists for many groups and individuals in our society.

Aims

We aim to ensure that: - diversity and equality permeate our school ethos and every aspect of school life - all members of the school community recognise that discrimination is not acceptable and they know how to deal with it if it occurs - children have equality of access to the curriculum, information and the physical environment, whilst recognising that provision may need to be made for this to happen - our commitment to equality of opportunity includes every member of the school community

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Duty to prevent discrimination

At Broadway Infant School, we have a duty to prevent discrimination under the Equality Act 2010. The nine protected characteristics are:

- age
- disability
- gender reassignment
- marriage or civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

All forms of discrimination based on the protected characteristics will be treated seriously.

Categories of discrimination

Direct discrimination

When someone is treated less favourably because of a protected characteristic. This includes discrimination by association and discrimination by perception.

Indirect discrimination

When a provision, criterion or practice is applied equally to all but has a different impact on someone with a protected characteristic.

Victimisation

When someone is treated less favourably because they have taken action in respect of discrimination.

Harassment

Unwanted conduct which violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them on the grounds of a protected characteristic.

Employment discrimination

At Broadway Infant School we do not discriminate in the employment of staff. We are committed to the appointment of the best candidate to the role. If an employee is disabled, the school makes such reasonable adjustments as are necessary to prevent a disabled person being at a substantial disadvantage.

Discrimination against pupils

At Broadway Infant School, we follow the South Gloucestershire admission guidelines. Any parents who wish to send their child to the school apply through the local authority. We do not discriminate against any child in terms of admission to the school or how they are treated when they are part of the school. This includes discrimination in the provision of teaching, applying different standards of behaviour, dress and appearance, excluding pupils or subjecting them to any other detriment. Parents have the right to withdraw their child from an act of collective worship should they choose to do so.

The curriculum actively encourages awareness of and respect for all religions and beliefs. We are aware of the limited access that the school might provide for someone with a physical disability. We make every effort to ensure that the building is accessible to all.

Duty to promote equality

At Broadway Infant School, we promote a positive attitude towards equality, recognising and celebrating diversity. We challenge and record incidents of discriminatory behaviour and we monitor the impact of policies and practice on the equal opportunities provided for pupils, staff and parents. In doing so, we:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equalities Act 2010;
- advance equality of opportunity between people who share a protected characteristic and those who do not;
- foster good relations between people who share a protected characteristic and those who do not.

Roles and Responsibilities

Our governors are responsible for:

- making sure the school complies with all equality legislation;
- making sure this policy and its procedures are followed;
- leading by example.

The Head Teacher is responsible for:

- making sure the policy is readily available and that governors, staff, pupils and their parents know about it;
- making sure its procedures are followed;
- making sure all staff know their responsibilities;
- taking appropriate action in cases of harassment and discrimination;
- leading by example.

All our staff are responsible for:

- dealing with racist, sexist and homophobic incidents, and being able to recognise and tackle bias and stereotyping;
- promoting equality and good community relations and avoiding discrimination against anyone for reasons of race, colour, nationality, ethnic or national origins, gender, disability, religion or belief, sexual orientation or socio-economic circumstances;
- taking training and learning opportunities.

The curriculum

The Broadway Infant School curriculum is tailored so that it reflects diversity. Through our school values and British Values we promote respectful relationships between all children and adults. High expectations are held of all children and where gaps in attainment do exist, measures are put in place to ensure children make better than expected progress so that the gap closes. PSHE lessons and collective worship are utilised to promote understanding of the diversity that exists between people and to celebrate the uniqueness of each individual. Resources and displays contain positive images of all groups, e.g. gender, ethnicity, disability. Stereotypes are challenged where they do exist.

Monitoring

It is the responsibility of all staff and governors to ensure the principles of this policy are adhered. Monitoring can take place through:

- reviewing resources and displays;
- book and planning scrutiny;
- lesson observations and learning walks;
- participation in extra-curricular activities;
- pupil conferencing.

Signed:

(Full Governors Meeting)

Chair of Governors: Mrs Michelle Clark

Date: 22nd May 2017

This policy will be reviewed at least once every three years

Appendix A: Summary of legislative requirements

An overview of the schools' responsibilities:

	Illegal - Discrimination - Harassment - Victimisation	Duty to Promote	Applies to:			Duty to monitor	
			Staff	Pupils	Curriculum	Overall	Specific Incidents
Gender (sex)	✓ Since 1975	✓	✓	✓	✓	✗	✗
Gender (reassignment)	✓ Covered by 1975 Act	✗	✓	✗	✗	✗	✗
Race	✓ Since 1976	✓	✓	✓	✓	✓	✓
Disability	✓ Since 1995	✓	✓	✓	✓	✓	✗ (except bullying incidents)
Sexual Orientation	✓ Since 2003	✗	✓	✗	✗	✗	✗
Religion or belief	✓ Since 2003	✗	✓	✓	✗	✗	✗
Age	✓ Since 2003	✗	✓ Unless 'objectively justified'	✗	✗	✗	✗

Key Legislation

Area	Legislation
Gender (sex)	Sex Discrimination Act 1975, as amended Equality Act 2010
Gender (reassignment)	Sex Discrimination (Gender Reassignment) Regulations 1999
Race	Race Relations Act 1976, as amended Race Relations (Amendment) Act 2000
Disability	Disability Discrimination Act 1995, as amended Special Education Needs and Disability Act 2001. Disability Discrimination Act 2005
Sexual Orientation	Employment Equality (Sexual Orientation) Regulations 2003, as amended Equality Act 2010
Religion of Belief	Employment Equality (Religion or Belief) Regulations 2003, as amended Equality Act 2010
Age	Employment Equality (Age) Regulations 2010.