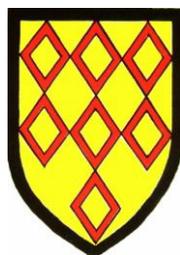


West Sussex Education Authority

Nyewood CE Infant School

“SMILING, CARING AND LEARNING TOGETHER ON A JOURNEY WITH GOD”



Equality and Diversity Statement & Policy

Policy Date: November 2021

Review Date: November 2022

Equal Opportunities Policy Statement

The Governors and staff of Nyewood CE Infant School are committed to promoting understanding of the principles and practices of equality and justice.

Purpose

To equip pupils with an awareness of our diverse society and to appreciate the value of difference. This will be achieved by adherence to the following principles:

- Discrimination on the basis of colour, culture, origin, sex or ability is not acceptable.
- The primary objective of Nyewood CE Infant School will be to educate, develop and prepare all our pupils for life whatever their sex, colour, origin, culture or ability.
- Pupils and teachers will further this objective by contributing towards a happy and caring environment and by showing respect for, and appreciation of, one another as individuals.

Admission

The school follows the LEA and Governing Body Admission Policies that do not permit sex, race, colour or disability to be used as criteria for admission.

Registration

Pupils' names will be accurately recorded and correctly pronounced. Pupils will be encouraged to accept and respect names from other cultures.

Discrimination

All forms of discrimination by any person within the school's responsibility will be treated seriously, as such behaviour is unacceptable. Racist symbols badges and insignia on clothing and equipment are forbidden in school.

Staff should be aware of possible cultural assumptions and bias within their own attitudes. In all staff appointments the best candidate will be appointed based on strict professional criteria.

Parents should be aware of the school's commitment to equal opportunities.

Language

The school views linguistic diversity positively. Pupils and staff must feel that their natural language is valued.

Resources

The school's aim is to provide for all pupils according to their needs, irrespective of sex, ability or ethnic origin.

Equality of opportunity permeates the whole curriculum and will be reviewed regularly.

Nyewood Church of England Infant School Equality and Diversity Policy

Rationale

In accordance with Christian ethos and teachings the Governors and Staff of Nyewood Church of England Infant School are committed to a policy of equal opportunity and diversity. We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community.

Our school vision is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.

The aim of this policy is to encourage and enable inclusion and achievement through the management of staff, curriculum pupils, parents and carers in an environment that recognises the different life chances that individuals have and works to achieve the best outcomes for them all both as individuals and members of the Nyewood family.

It is the intention of the school to ensure a secure and happy environment free from threat, harassment, discrimination. It is our aim to create an environment where all are treated with dignity and respect, where stereotypes are challenged and where all members of the school community understand the expectations for behaviour.

We seek to uphold and implement these core values. We also recognise the unique opportunity we have as a school to positively influence the broader community by creating positive relationships between people through the links with our wider community.

Vision Statement

The staff and Governors of Nyewood CE Infant School seek to:

- Develop confidence in children; providing equal opportunities and enabling children to become independent learners who co-operate well with each other.
- Recognise the unique nature of each child within the school and to harness diversity in an environment of value, high expectation, respect and appreciation for the differences in each child.
- Create an organisational culture that promotes respect fairness and dignity for all who work, volunteer and visit the school.

How will we achieve this vision for our school?

This will be achieved by:

- Addressing inequality and discrimination that may occur within the school community
- by celebrating and embracing the diversity that exists in the school and its wider community.
- Ensuring that the delivery of the curriculum reflects and takes into account equality and diversity issues.
- creating opportunities for the wider involvement of staff, children, parents and carers and the wider community through consultation, participation and partnership working.
- Ensuring that our vision is shared with the children, staff, parents and our wider community.

Aims

The aims of this policy are to ensure that:

- Every individual's gifts and talents are recognised as gifts from God to make them unique and the school will support each individual to achieve his/her full potential.
- Equal access is achieved by everyone and for everyone.
- Changing needs are responded to.
- Staff, parents/carers and children are informed and reminded of the current, pertinent issues.
- Prejudices are broken down and positive attitudes are fostered.
- There is continuity of approach throughout the school.
- Resources are not wasted and individual talents are recognised and promoted.
- The quality of life for all individuals is improved.
- Children learn to be caring and responsible members of our community and as part of God's world.

- Understanding and mutual respect for all members of society, regardless of differences, are actively promoted.
- Discrimination is understood and actively prevented by all.

Objectives

Nyewood CE Infant School has identified the following areas in which there is potential for improvement:

- Improve outcomes for boys achieving a Good Level of Development at the end of the EYFS.
- Narrow the gap between disadvantaged groups and their peers in the EYFS.
- Increase the percentage of children with SEN achieving the expected standard in the phonics screening and at the end of KS1.
- Narrow the gap between outcomes for boys compared to girls at the end of KS1 in Reading and Writing.
- Improve rates of attendance for disadvantaged pupils across the school.

The Law

As a school we have legal responsibilities under The Equality Act 2010. This means that as a school we must not discriminate against harass or victimise:

- Prospective pupils;
- Pupils at the school;
- In some limited circumstances, former pupils.

The governing body is legally responsible for ensuring that the Equality Act is observed by all staff in school. However everybody involved in the school community has a responsibility to ensure that the spirit of the policy and its legal requirements are observed.

Who is protected?

The protected characteristics of the school's provisions are:

- Disability;
- Gender reassignment;
- Marriage & Civil Partnership (in employment);
- Pregnancy and maternity;
- Race;
- Religion or belief;
- Sex;
- Sexual orientation.

It should also be noted that schools as an employer and service provider will have duties under the remaining protected characteristics.

What is discrimination?

- Direct discrimination (including discrimination based on perception or association);
- Indirect discrimination;
- Harassment (including bullying);
- Victimisation;
- Discrimination arising from disability;
- Failures to make reasonable adjustments for disabled people also (see accessibility policy and plan).

So what does this mean here at Nyewood CE Infant School?

All pupils and adults within the school have a right to be treated with dignity and respect. All pupils and adults are entitled to:

- Study, learn, work and play;
- Physical, emotional and verbal respect;
- Freedom from violence, bullying and abusive language;
- Respect for an individuals protected characteristics;
- Freedom from sexual comments or harassment and inappropriate use of humour;
- The safety of their property;
- Equal opportunities in relation to admissions, access, recruitment and access to extra-curricular activities.

Pupils and adults are encouraged to report any inappropriate behaviour or comments. All incidents will be dealt with in line with the Nyewood Infant School's associated policies.

How will we know when we are successful?

Our success will be measured through quantitative indicators such as:

- Children meeting age-related expectations (ARE);
- Stable/rising roll;
- Attendance;
- Punctuality;
- Unauthorised absence;
- Commitment/Involvement of support staff;
- Regular visits from outside agencies;
- Diversity among parents in school represented.

Also qualitative Indicators such as:

- Playground interaction;
- Learning interaction (peers/adult);
- Friendly and caring attitudes;
- Members of the school community feel valued;
- Displays of work;
- A welcome 'feel';
- Accessibility of school staff;
- Effectiveness of communication systems;
- Differentiated work on offer for pupils;
- Pastoral care of pupils;
- Pupil perceptions;
- Diversity represented in curriculum books and resources;
- Links with the local community.

The above will be analysed by protected characteristics. This will help staff and Governors to identify areas of emerging and existing inequality.

Evaluation/Monitoring of Policy

- The Senior Leadership Team will act as the Equality and Diversity Leads and will report any racist incidents termly to Governors.
- All members of staff will work to improve, adjust and facilitate equality and diversity within the day to day running of the school and bring individual perspectives to whole staff meetings.
- Governors will monitor this at full Governing Body meetings.
- Parents will be encouraged to bring their own perspective/perceptions of the implementation of equality and diversity in the school. This will be solicited through the parent questionnaires, parent consultations and any other contact that a parent may make with the school.
- Pupils/learners are involved in ongoing evaluations.
- Ofsted / HMI / Local Authority / Diocese.

This policy will be reviewed annually or sooner should the need arise.