



# Equality & Diversity Policy

## 2022-23

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## **1. Our Vision and Aims for Equality and Diversity**

**Every adult at Kirton Lindsey Primary School will:**

- Treat everyone at Kirton Lindsey Primary School fairly, celebrating difference and meeting different needs so that all members of our school community are free to live, learn and enjoy'
- Recognise the achievements and abilities of all, and respond to the individual needs of both pupils and staff for their continued personal development.
- Teach children the skills, attitudes and values of the global dimension so that they can grow into informed, active and responsible global citizens.

Every adult at Kirton Lindsey Primary School is committed to:

- Tackling discrimination on the grounds of age, disability, gender identity (gender reassignment and transgender), marriage & civil partnership, pregnancy and maternity, race, religion or belief, sex (gender), sexual orientation or poverty
- Advancing equality of opportunity
- Creating good relations between different groups

## **2. Defining Equality and Diversity**

### **2.1 Equality**

Equality is about fairness and equality of opportunity and advancing equality of opportunity involves treating people differently. People should not be treated the same. 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/ students, parents and school governors.

Relating to the Equality Act there are nine '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.

Under the general duty schools must exercise 'due regard' in respect of each of the eight protected characteristics (excluding marriage and civil partnership) to:

1. Eliminate unlawful discrimination and harassment
2. Advance equality of opportunity
3. Foster good relations between different groups

### **2.2 Diversity**

Diversity is about valuing people as individuals and learning from our differences. Our differences can be visible and non-visible. Promoting diversity we can meet different needs creatively to ensure opportunities are available to all and potential is fulfilled. Promoting a diversity friendly school culture we are able to meet our school's aims and objectives more efficiently.

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.

## **3. Purpose and Scope of the Policy**

This policy sets out Kirton Lindsey Primary School's commitment to promoting equality and diversity.

We believe that it is our responsibility to promote equality and diversity wider than the nine characteristics (areas) covered by legislation. We work to remove barriers and we will not unfairly discriminate on any grounds.

We do this by:

- Regularly discussing differences in assemblies and through our PSHE Scheme, Jigsaw
- Employing a Learning Mentor to support children's pastoral needs
- Celebrating differences in wider curriculum subjects such as including lessons about French culture and learning about two different places of worship
- Providing a curriculum, which promotes positive understanding of different characteristics, recognises the contribution that individuals and groups with protected characteristics make to society, and challenges stereotyping and discrimination.
- Including an understanding of physical disability through Jigsaw and during Anti-Bullying Week
- All staff having an awareness of the effects of poverty on the children's experience in school and 'poverty proofing' the school wherever possible e.g. giving adequate notice and subsidies for school trips and extracurricular activities and support for the purchase of uniform if eligible (through the local authority clothing grant).
- Monitoring and reviewing this policy and reporting annually on progress in the information we publish to evidence how we are meeting the requirement of the public sector equality duty. See policy section of the school's website at [www.kirtonlindseyschool.co.uk](http://www.kirtonlindseyschool.co.uk)
- Reviewing our equality objectives at least every four years
- Undertaking other activities and measures as outlined in this policy document, our published information and other relevant documents.

The policy applies to:

- School governors
- Staff
- Parents
- Pupils (as appropriate)
- Contractors
- Visitors to the school

#### **4. Roles and Responsibilities**

All members of the school community, governors, staff, pupils, parents, visitors and contractors have a part to play in implementing this policy, promoting diversity and equality, challenging inappropriate behaviour or practice to remove barriers and avoiding discrimination.

To promote understanding of this responsibility Kirton Lindsey Primary School will:

- Ensure governors, staff, parents, and contractors are made fully aware of our equality and diversity policy and how it affects their work
- Ensure pupils and visitors to our school are clear about the expectations relating to our commitment to promoting equality and diversity
- Provide training / development and updates as appropriate
- Review our equality objectives and actions to ensure all activity remains relevant and meets the identified needs and priorities of our school.

In addition, school governors have responsibility for overseeing, agreeing, monitoring and reviewing of our school's equality objectives, and related activity.

##### **4.1 Breaches of Policy**

Kirton Lindsey Primary School views any form of discrimination as a serious act of misconduct. Any allegation of a breach in the policy will be investigated by the Headteacher. This may lead to disciplinary or other appropriate action being taken.

## **5. Monitoring and review**

Kirton Lindsey Primary School has specific duties under the Equality Act to publish information about the diversity of our school community and the work we are doing to promote equality. This information can be found on our school website [www.kirtonlindseyschool.co.uk](http://www.kirtonlindseyschool.co.uk). We will review this information annually.

## **6. Bullying and Diversity incidents**

### **6.1 Pupils**

Kirton Lindsey Primary School believes all pupils should be safe and feel valued for themselves, 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 (See policy section on the school website)

### **6.2 Staff and Governors**

Kirton Lindsey Primary School views any form of discrimination undertaken by adults as serious acts of misconduct. Any such breaches could result in disciplinary action being taken and in the case of harassment, might call for police involvement.

## **7. Diversity Complaints**

Kirton Lindsey Primary School takes seriously all complaints; where a complaint is related to equality/diversity issues, the school procedure for dealing with complaints will apply (see policy section of the school website). Complaints should be addressed to the Headteacher in the first instance.

