



Equality and Diversity Policy

Adopted by Burbage Junior School: Spring 2023

Approved by Board of Governors: 18.04.23

Review Date: Spring 2026

Signed: CoG

Signed: HT

At Burbage Junior School, we believe that all children should be guaranteed equal access to a broad and balanced curriculum regardless of gender, sexual orientation, race, culture, religion, social class, disability or special educational need. Both children and adults should expect to be treated fairly and have the same entitlement as every other child or person. They know this by what is said and what happens at an operational level.

Equality and diversity issues are integral to all we do. Everyone in the school knows that, if they think/feel that they are being treated unfairly and they think it may be to do with their gender, sexual orientation, race, religion, social class, disability or special educational need, they should say so, and they should expect this to be investigated and that any issues that emerge to be addressed.

Adults should expect employment practices to be fair and transparent (see Equalities Policy for staff employment.) The school works within the expectations set out by the local authority (LA) as well as what is set out in the 'Comprehensive Equality and Diversity Policy' of the LA.

Although the governing body and the head teacher are ultimately responsible for ensuring that discrimination doesn't occur, **ALL** employees have a responsibility to carry out their duties in accordance with this policy and work within statutory requirements.

VALUING DIVERSITY

At Burbage Junior School we believe that valuing diversity means actively recognising the strengths, talents and needs of every individual and every community. We nurture the potential of all and maximise the opportunities for all. We know that, despite legislation (Equality Act 2010), discrimination still exists, and it is for us to strongly address this, when and if it does.

We give our children and adults strategies to deal with it, to know how to address discrimination if they hear it in others and how to know that discrimination is completely unfair and, as such should not be tolerated.

AIMS OF THE EQUALITIES AND DIVERSITY POLICY

- to provide an environment in which all our children/adults feel comfortable and at ease about their gender, sexual orientation, race, culture, religion, social class, disability, special educational need and/or background
- to instil in our children a tolerance, understanding and respect of all cultures, faiths, disabilities and ways of life and living
- to nurture cultural, religious and linguistic diversity
- to be aware of and support positively the languages and dialects spoken by our children and the adults in the school and at home
- to ensure that programmes of work cater for the individual needs of our children and that the curriculum is modified appropriately whenever appropriate
- to ensure that the needs of children with additional needs, including gifted children are catered for – and those of adults
- to ensure members of the senior leadership team are made aware of any issues which contravene the policy in order that the Head, or the Deputy head teacher can tackle the issue appropriately

EQUALITY ISSUES IN RELATION TO RACE/CULTURE

At Burbage Junior School we believe it is important that the children feel proud of their culture, language, religion and skin colour, and respect those of their peers. The books and resources, such as dolls, jigsaws, cooking equipment, used in our school are chosen to reflect the ethnic diversity of the school and to show all communities and individuals within communities in a positive light. Festivals and customs associated with cultures are explained and celebrated and the children's ethnic backgrounds and interests used wherever possible in our delivery of our curriculum.

EQUALITY ISSUES IN RELATION TO RELIGION

At Burbage Junior School we teach our children/adults to understand and value the religions and religious beliefs and practices of their peers. We visit a variety of places of worship as part of our RE work, we expose the children to a variety of texts from a range of cultures.

EQUALITY ISSUES IN RELATION TO GENDER/SEXUAL ORIENTATION

At Burbage Junior School we are aware that in life and in our society many areas have been stereotyped e.g. boys and football, girls and cookery. We provide a curriculum where girls as well as boys have **EQUAL** access to **ALL** areas of the curriculum we offer. In order to support the above, our resources are audited to see that they address stereotyping. Children and adults (for example at times of recruitment for adults) are not discriminated against and recruitment practices are fair and transparent.

EQUALITY ISSUES IN RELATION TO CHILDREN/ADULTS WITH SPECIAL EDUCATIONAL NEEDS AND DISABILITIES

As members of staff we realise that it is important to identify the needs of children with special educational needs or disabilities at the earliest opportunity so that suitable learning programmes and strategies can be devised, and the curriculum modified so that that they can be effectively used in meeting the above needs. Individual pupil progress is monitored and assessed regularly, and strategies are modified accordingly to support individual children with learning needs. Close links with the parents/carers of children with special educational needs are maintained and the expertise of our staff; and of the relevant outside agencies such as the Educational Psychologist, Clinical Psychologist and Speech and Language Therapist etc. are utilised to assist us in meeting the needs of our children.

We assess our curriculum in order to ensure it is accessible to pupils with a disability/disabilities and seek professional advice and training to support both our teaching and pupil learning. We actively seek advice and support from the LA and access a range of appropriate resources to aid pupils with a disability in their learning.

We make reasonable adjustments where possible to ensure children and parents with disabilities are able to access the school. Any new building work is DDA compliant.

CROSS-CURRICULAR ISSUES

Our Curriculum gives our children the opportunity to learn about other cultures and different ways of living. We ensure that issues of equality and diversity are central to the curriculum as well as reflecting the interests and backgrounds of all the children.

At Burbage Junior School we monitor this carefully in order to ensure our policy is working at the operational level.

LIAISON WITH THE WIDER COMMUNITY

We involve the community in the following ways:

- we invite and encourage speakers who come from a variety of cultures, and communities to visit our school
- we take children on school trips where they are able to appreciate the community in which they/we live and they can experience places and visit places they may not have the opportunity to visit outside school e.g. local places of worship

PARENTAL\VOLUNTEER INVOLVEMENT

Burbage Junior School is an open and welcoming school and parents/carers are encouraged to become involved. We value the contributions parents/volunteers make to our curriculum.

Home School liaison and communication are promoted through the school's website. Parents/carers can access information of events etc. easily as well as school policies.

STAFFING

We encourage applications from staff from a range of cultural and ethnic backgrounds. All members of staff have fair access to training and development opportunities. Equal pay legislation is adhered to at Burbage Junior School. All staff and volunteers are expected to be aware of this policy and the procedures related to it. Any member of staff is expected to challenge and report inappropriate behaviour to the Senior Leadership Team who will follow this up.

WHISTLEBLOWING

Any issues of which contravene this policy, or which an individual does not feel has been properly addressed by the Senior Leadership Team can be reported using the steps in the Whistleblowing policy.

EVALUATION AND REVIEW

Our Equalities and Diversity Policy is reviewed and revised every four years.

Our Equality Objectives Report is reviewed and revised every year.

Progress towards our objectives will be reviewed annually by the governors' Quality of Education Committee responsible for inclusion.

Our equality objectives for pupils are:

- to monitor and analyse pupil achievement by gender and disability and act upon any trends or patterns in this data that require additional support for pupils;
- raise levels of attainment in core subjects for vulnerable learners;
- to monitor and support attendance of all groups of children in school;
- to improve persistent absenteeism for pupils with SEND;
- to narrow the attainment gap between pupil premium and non-pupil premium and increase attainment in writing;
- to develop the school's provision for children with Social, Emotional and Mental Health Needs;
- to develop the curriculum across Burbage Infants and Burbage Junior Schools, to include a progressive approach to prepare our children for life in a multi-cultural society.

Our equality objectives for staff are:

- maintain high standards and expectations of language and inclusive behaviour of all adults in the school, including visitors, in line with our promotion of 'British Values' and our values;
- continue to ensure that all members of staff are familiar with the key implications of the 2010 Equality Act for the school context, such as familiarity with the 'protected characteristics' and how to respond confidently to reports of any discriminatory behaviour or bullying using the school reporting systems. We will do this through staff CPD and staff meetings;
- provide support and training so that all staff feel comfortable in teaching about, and tackling all forms of discrimination, including those to do with race, religion and sexuality, whether in the reformed PSHCE and RSE curricula, as well as in their subject areas.

The governing body will:

- ensure that the school complies with all relevant equalities legislation;
- recommend all governors receive up to date training in all the equalities duties;
- review the equality objectives;
- support the headteacher in implementing any actions necessary;
- inform and consult with parents about the policy;
- evaluate and review the action every four years;
- evaluate the action plan yearly.

The senior leadership team will:

- have general responsibility for supporting all staff in implementing this policy;
- provide a lead in the dissemination of information relating to the policy;
- identify good quality resources and CPD opportunities to support the policy;
- with the headteacher, provide advice/support in dealing with any incidents/issues.

People with specific responsibilities:

- The SENCo is responsible for maintaining and sharing with all the staff those vulnerable pupils and how their needs will be met;
- The pupil premium lead is responsible for monitoring the attainment and progress of our pupil premium children;
- The designated teacher for looked after children (LAC) is responsible for monitoring attainment and progress and attending meetings with the Virtual School as required;
- The headteacher is responsible for ensuring the specific needs of staff members are addressed;
- The headteacher is responsible for gathering and analysing the information on outcomes of vulnerable pupils and staff;
- The headteacher - and in her absence, the deputy headteacher - is responsible for monitoring the response to reported incidents of a discriminatory nature.

Parents/carers will:

- have access to the policy via the school website;
- be encouraged to support the policy;

- have the opportunity to attend any relevant meetings/awareness raising sessions related to the policy;
- have the right to be informed of any incident related to this policy which could directly affect their child.

School staff will:

- accept that this is a whole school issue and support the Equality & Diversity Policy;
- be aware of the Equality & Diversity Policy and how it relates to them;
- make known any queries or training requirements;
- know how to deal with incidents of concern, and how to identify and challenge bias and stereotyping;
- know procedures for reporting incidents of racism, harassment or other forms of discrimination;
- know procedures for dealing with and reporting prejudice related incidents;
- ensure that those with protected characteristics are not discriminated against and are given equality of opportunity;
- keep themselves up-to-date with relevant legislation and attend training and information events organised by the school or LA;
- ensure that pupils from all groups are included in all activities and have full access to the curriculum;
- promote equality and diversity through teaching and through relations with pupils, staff, parents, and the wider community.

Pupils will:

- be made aware of any relevant part of the policy, appropriate to age and ability;
- be expected to act in accordance with any relevant part of the policy;
- experience a curriculum and environment which is respectful of diversity and difference and prepares them well for life in a diverse society;
- understand the importance of reporting prejudiced based bullying/ incidents.

Visitors and Contractors will:

- be responsible for complying with the school's Equality & Diversity Policy – noncompliance will be dealt with by the headteacher.