

OLDBURY ON SEVERN CHURCH OF ENGLAND VC PRIMARY SCHOOL
'Love one another as I have loved you' (John 15:12)

POLICY STATEMENT
Equalities, Diversity and British Values

Rationale

Oldbury school is committed to promoting understanding of the principles and practices of equality and justice. The school is a Christian community. We provide education for all, acknowledging that the society in which we live is enriched by diversity. We strive to ensure that the culture and ethos of the school reflects the diversity of all members of the school and wider community; we seek to ensure that everyone is equally valued and treat one another with respect and fairness. Pupils and other members of the school community are provided with the opportunity to experience, understand and celebrate diversity.

Legal Duties:

We recognise our responsibilities to uphold all measures outlined in the Equalities Act 2010

Aims

- As a Christian community our aim is to live out the teaching Jesus expressed in the 2 commandments to love God and to love one's neighbour as oneself.
- Our aim is 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 our 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; we promote the principles of fairness and justice for all through the education we provide in this school.

Principles

We will do all we can to promote and ensure inclusion for all people, both pupils and adult stakeholders, irrespective of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

In doing this, we are guided by seven core principles:

1: We must see all learners and members of the school community as of equal value.

2: We must recognise and respect diversity.

Treating people equally does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate, but are differentiated, as appropriate, to take account of differences of life-experience, outlook and background, and in the kinds of barriers and disadvantage which people may face.

3: We must foster positive attitudes and relationships, and a shared sense of cohesion and belonging.

4: Our staff recruitment, retention and development policies and procedures must benefit all employees and potential employees.

5: We must aim to reduce and remove inequalities and barriers that already exist.

6: We must consult widely, so that the people who may be affected by or referred to in a policy are involved in its design or monitoring.

7: Our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in public life of all people.

Purposes

We will put our core principles into practice and act as an equality champion and community leader by:

- Promoting equality and diversity, for example by assessing the impact of our policies on different groups
- Challenging and eradicating discrimination, for example, by acting quickly to deal with all bullying, but particularly that which is aimed at groups as well as individuals, such as racist bullying
- Giving a high profile to rights and responsibilities by promoting human rights, justice and fairness through the curriculum and wider school community
- Promoting community cohesion, for example, through involvement in local community activities such as Thornbury in Bloom
- Opposing all forms of prejudice which stand in the way of fulfilling our legal duties:
 - prejudices around disability and special educational needs
 - prejudices around racism and xenophobia, including those that are directed towards religious groups and communities, and those that are directed against Travellers, refugees and people seeking asylum
 - prejudices reflecting sexism and homophobia
- developing a long-term strategic plan and assessing the impact of this policy

Guidelines

1. We recognise that the actions resulting from a policy are what make a difference.
2. We will keep each curriculum area and all aspects of learning under review in order to ensure that teaching and learning reflect the seven core principles.

3. We use quantitative and qualitative data relating to the implementation of this policy, and take action as appropriate. In particular we collect, analyse and use data in relation to achievement, broken down as appropriate according to disabilities and special educational needs, ethnicity and gender.
4. Prejudice-related incidents will be identified as such when anyone involved with the incident feels that it is motivated by prejudice. All such incidents are referred to the Head teacher, whose role it is to assess, record and deal with all incidents. We take seriously our obligation to report regularly to the local authority about the numbers, types and seriousness of prejudice-related incidents at our school and how they were dealt with.
5. We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice.
6. We ensure that the content of this policy is known to all staff and governors and, as appropriate, to all pupils and parents. All staff and governors have access to a selection of resources which discuss and explain concepts of quality, diversity and community cohesion in appropriate detail.
7. We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.
8. We ensure that the core principles listed above apply also to the full range of our policies and practices.

Roles and responsibilities

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and strategies are implemented.

A link member of the governing body is appointed to maintain a watching brief regarding the implementation of this policy and will undertake appropriate training in order to lead the Governing Body in fulfilling its role.

The head teacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

All staff are expected to:

- promote an inclusive and collaborative ethos in their classroom
- deal appropriately with any prejudice-related incidents that may occur

- identify and challenge bias and stereotyping in the curriculum □ support pupils in their class for whom English is an additional language □ keep up-to-date with equalities legislation relevant to their work.

British Values

In applying this policy, the whole school will promote British Values, as outlined in the DfE guidance of November 2014:

“We want every school to promote the basic British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance for those of different faiths and beliefs.

This ensures young people understand the importance of respect and leave school fully prepared for life in modern Britain.

Examples of the understanding and knowledge pupils are expected to learn include:

- an understanding of how citizens can influence decision-making through the democratic process
- an understanding that the freedom to hold other faiths and beliefs is protected in law
- an acceptance that people having different faiths or beliefs to oneself (or having none) should be accepted and tolerated, and should not be the cause of prejudicial or discriminatory behaviour
- an understanding of the importance of identifying and combatting discrimination”.