



# North Marston C of E School Equality, Diversity and Inclusion Policy



Policy written/ adapted by:	Sarah Brew (headteacher)
Adopted by Governors on:	
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Signed by headteacher:	
Signed by Chair of Governors:	

## **North Marston C of E School Equalities, Diversity and Inclusion Policy**

At North Marston C of E School we work hard to eliminate direct and indirect discrimination, harassment and victimisation; advance equality of opportunity; and foster good relations between all those within our school community. We do this with regard to the nine protected characteristics listed in the Equality Act 2010. These characteristics are:

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

**A glossary which defines these terms and additional terms related to equality, diversity and inclusion can be found in Appendix 1**

Our duties under the Equality Act also reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities and the Human Rights Act 1998.

The Education and Inspections Act 2006 requires us to promote community cohesion and, at North Marston C of E School, we work towards a society in which there is a common vision and sense of belonging by all communities; a society in which the diversity of people's backgrounds and circumstances is appreciated and valued; a society in which similar life opportunities are available to all; and a society in which strong and positive relationships are nurtured.

Our commitment to equality, diversity and inclusion is reflected in our school policies and procedures, especially those related to (but not limited to):

- accessibility
- behaviour
- anti-bullying
- uniform
- recruitment
- Relationships and Sex Education
- Special Educational Needs
- home-school agreements

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### **Our School Vision and Values**

At North Marston C of E School, our vision is for our children - and everyone in our school community - to understand what it means to be kind, respectful members of an inclusive society.

We endeavour to be the best version of ourselves by taking responsibility for our own learning and behaviour, and by caring for others and our environment.

### **Our school profile**

We currently have 94 children on roll with an equal split between boys and girls across the school.

We have 5% of children with an EHCP, 2% of children are disabled and 18% supported through a SEND support plan.

The ethnic make-up of our school:

- White British 83%
- White and Black African 6%
- Pakistani 3%
- Indian 2%
- Black African 2%
- White Irish Traveller 1%
- Other Mixed Background 2%

We have several religions represented by children at our school, as identified by their parents:

- Christian 68% (including 29% specified C of E and 5% Catholic)
- Hindu 2%
- Muslim 3%
- No identified religion 21%
- We also have 7% of children whose parents chose not to respond

We have 14% of our children who are supported by the Pupil Premium which is significantly lower than the National Average of approximately 24%

### **Fulfilling our public sector equality duty**

#### **How we eliminate discrimination, harassment and victimisation:**

At North Marston C of E School, we do not tolerate direct or indirect discrimination, harassment or victimisation of anyone, and we are opposed to all forms of prejudice.

- The school has robust procedures for dealing with prejudice-related incidents and all staff receive training on these. All incidents are recorded, and this data is shared with the governing board and analysed so that any trends can be identified, and action plans put in place. Further information on these procedures can be found in the anti-bullying and behaviour policies.

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- The staff code of conduct outlines the procedures for reporting and responding to incidents of discrimination, harassment and victimisation experienced by staff.
- The complaints policy outlines the procedures for reporting and responding to incidents of discrimination, harassment and victimisation experienced by parents and carers and the wider school community.

**How we advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it:**

Treating people equally does not mean treating them all the same. We recognise that people have different needs, different experiences, different outlooks and face different barriers to achieving positive outcomes.

- We collect and monitor data, broken down by different protected characteristics in order to identify inequalities and disparities within our student population in terms of:
  - Progress and attainment
  - Admissions
  - Attendance
  - Rewards, sanctions and exclusions

and within our staff population in terms of:

- Recruitment, retention, training and promotion
- Capability, disciplinary and complaints

We employ appropriate interventions where necessary in order to address disparities. Please see our Equalities Objectives and Action Plan (Appendix 2) for further details.

- We consult widely with a range of groups and individuals to ensure that those who are affected by a policy or activity are consulted in the design of new policies, and in the review of existing ones.
- We assess all of our policies and procedures to ensure that no individuals or groups are disadvantaged and to identify opportunities for positive action.
- We make reasonable adjustments to ensure that the school environment and its activities are as accessible and as welcoming as possible to all, in some cases treating disabled people more favourably than non-disabled people where necessary. Please see our Accessibility Plan for further information.
- We ensure that students' work is differentiated appropriately, and that the curriculum is accessible to all students through reasonable adjustments.
- We respect the religious beliefs and practice of staff and students and comply with reasonable requests relating to religious observance and practice.
- We take all reasonable steps to ensure the wellbeing and inclusion of transgender staff and students, including those who transition during their time at the school

**How we foster good relations between persons who share a relevant protected characteristic and persons who do not share it:**

- We ensure that our curriculum offers opportunities to learn about people with a diverse range of identities.

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- We promote inclusion through our school vision and values.
- We teach our students to recognise and challenge stereotypes and prejudice and to value difference.
- We ensure that our resources challenge stereotypes and reflect the diversity of society.
- We take positive action to ensure that people with a range of different identities engage with our school community for example guest speakers, arts groups, school governors, parent/carer helpers etc.
- Our behaviour policy includes a requirement to respect other people and their different identities.
- We take steps to ensure diversity in our student council, governing board and staff team
- We celebrate diversity at every opportunity and hold regular assemblies and events celebrating diversity throughout the year.
- Staff model the high expectations we have for our community and challenge any intolerant or discriminatory behaviour immediately and consistently.

**Responsibilities**

**The governing board** is responsible for ensuring that:

- The school complies with all equalities legislation relevant to the school community, and that this policy and its related procedures and action plans are implemented
- A member of the governing board has a watching brief regarding the implementation of this policy
- The school and governors carry out equalities impact assessments on all other policies
- All available data is used to consider equalities issues and to ensure adjustments to school policies and practices are made, including positive action where necessary

**The head teacher** is responsible for:

- Overseeing the implementation of the Equality, Diversity and Inclusion Policy
- Ensuring that all who enter the school are aware of, and comply with, the Equality, Diversity and Inclusion Policy
- Ensuring that staff are aware of their responsibilities and are given relevant training and support
- Taking appropriate action in any cases of discrimination, harassment, victimisation and bullying
- Regularly reviewing data related to prejudice-related incidents and taking necessary steps to reduce occurrences of incidents within the school

**All staff** are responsible for:

- Refraining from engaging in behaviour that constitutes discrimination, harassment, victimisation or bullying
- Understanding and complying with the Equality, Diversity and Inclusion Policy
- Contributing to the action plan attached to the policy
- Making reasonable adjustments to ensure disabled students do not experience discrimination or exclusion
- Dealing with prejudice-related incidents, following the specific procedure
- Attending training sessions as necessary to carry out this policy and keep up to date with equalities legislation
- Challenging bias and stereotyping
- Promoting an inclusive and collaborative ethos

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**All parents/carers** are responsible for:

- Refraining from engaging in behaviour that constitutes discrimination, harassment, victimisation or bullying
- Understanding the vision of the school and complying with the school's Equality, Diversity and Inclusion Policy
- Ensuring that they and the young people that they are responsible for meet the expectations set out in the home-school agreement

**All visitors** are responsible for:

- Refraining from engaging in behaviour that constitutes discrimination, harassment, victimisation or bullying in their engagement with the school
- Complying with the school's Equality, Diversity and Inclusion Policy

**All students** are responsible for:

- Refraining from engaging in behaviour that constitutes discrimination, harassment, victimisation or bullying
- Understanding the vision of the school and complying with the school's Equality, Diversity and Inclusion Policy
- Reporting prejudice-related incidents
- Understanding, valuing and celebrating diversity
- Challenging stereotypes and prejudices

### **Equality Objectives and Action Plan**

In order to fulfil its Public Sector Equality Duty, the school collects equality information on pupils and staff. Using this information, the school analyses the following in terms of protected characteristics:

- |                                   |   |
|-----------------------------------|---|
| • Student admissions              | • Staff recruitment, retention and promotion    |
| • Student attendance              | • Staff disciplinary and capability proceedings |
| • Student performance/achievement | • Records of prejudice-related incidents        |
| • Student sanctions               | • Complaints by parents and carers              |
| • Student rewards                 |   |

The school also conducts surveys with staff, pupils and parents and carers to identify areas that they feel the school is doing well and areas for improvement.

This information is used to identify any discrepancies between people from different groups and to identify equality objectives. The school publishes this information annually in a report from governors.

The school identifies any equality training needs within our staff by analysing all data and feedback from all stakeholders. These needs will be addressed, and this may also inform our Equality Objectives.

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Our equality objectives may also take into account national and local priorities and issues as appropriate. They are devised in consultation with school governors and are integrated into the school improvement plan. We keep the objectives under review and report annually on our progress towards achieving them.

***Our current Equality Objectives and Action Plan are attached as Appendix 2***

**Equality Impact Assessments**

All school policies are regularly assessed for their impact on different groups of people with shared protected characteristics. This ensures that our policies, practices and decision-making processes are fair and do not discriminate against any particular groups. It also enables us to consider ways to proactively advance equality.

***A template for conducting equality impact assessments is attached as Appendix 3***

**Breaches of this policy**

Breaches of this policy will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the headteacher and governing body.

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## Appendix 1: Glossary

Antisemitism	A certain perception of Jews, which may be expressed as hatred toward Jews.
Biphobia	Prejudice or negative attitudes, beliefs or views about bisexual people.
Cisgender	Someone whose gender identity is the same as the sex they were assigned at birth.
Disability	A physical or mental impairment, which has a substantial and long-term adverse effect on someone's ability to carry out typical day-to-day activities.
Discrimination	<p>This can be direct: When someone is treated less favourably than another person or other people because:</p> <ul style="list-style-type: none"> <li>• they have a particular protected characteristic</li> <li>• someone thinks they have that protected characteristic (discrimination by perception)</li> <li>• they are connected to someone with that protected characteristic (discrimination by association)</li> </ul> <p>Or indirect: There is a policy that applies in the same way for everybody but disadvantages a group of people who share a protected characteristic.</p>
Gender identity	Someone's internal sense of their own gender, whether man, woman or some other gender. This may or may not align with their assigned sex.
Gender reassignment	If someone is proposing to undergo, is undergoing or has undergone a process (or part of a process) to change sex and/or gender. This might involve medical intervention, but it can also mean changing names, pronouns, dressing differently and living in their self-identified gender.
Harassment	Unwanted conduct, related to a relevant protected characteristic, which violates a person's dignity and/or which creates an intimidating, hostile, degrading, humiliating or offensive environment for that person.
Homophobia	Prejudice or negative attitudes, beliefs or views about lesbian, or gay people.
Islamophobia	A type of racism that targets expressions of Muslimness or perceived Muslimness. Further information <a href="#">here</a> .
Prejudice-related incident	Any incident which is perceived to be prejudice-related by the victim or any other person.
Race and ethnicity	Includes skin colour, nationality and ethnic or national origins.
Racism	Prejudice or negative attitudes, beliefs or views about someone based on their skin colour, nationality, ethnic or national origin.
Reasonable adjustments	<p>Taking reasonable steps to remove disadvantages faced by disabled people by:</p> <ul style="list-style-type: none"> <li>• changing provisions, criteria or practices</li> <li>• changing or removing a physical feature or providing a reasonable alternative way to avoid that feature</li> <li>• providing auxiliary aids</li> </ul>
Religion or belief	<p>Religion is a formalised system of belief that aims to relate humanity to spirituality. Beliefs included are philosophical beliefs, which are considered to be similar to a religion.</p> <p>We include people who have no religion or a lack of belief.</p>
Sex	Whether someone is male, female or intersex.

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Sexism	Prejudice or negative attitudes, beliefs or views about someone based on their sex.
Sexual orientation	Who someone is emotionally, mentally, and physically attracted to in relation to their sex/gender, this includes heterosexual, lesbian, gay, bisexual, pansexual and asexual.
Transgender	An umbrella term to describe people whose gender identity differs from what is typically associated with the sex they were assigned at birth.
Transphobia	Prejudice or negative attitudes, beliefs or views about transgender people including refusal to accept their gender identity
Victimisation	Treating someone badly because they are: <ul style="list-style-type: none"><li>• making a claim or complaint of discrimination</li><li>• helping someone else to make a claim by giving evidence or information</li></ul> Or because they intend to do so.

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**Appendix 2: Equality Objectives and Action Plan**

Objectives	Actions	Who?	When?	Success criteria
Children identified with SEND make at least the expected progress each term <b>(Advance equality of opportunity)</b>	Regularly review planning to ensure that reasonable adjustments are being made to support children’s access to lessons Ensure 1:1 staff have time to prepare appropriate resources Class teachers to plan in sessions when they will be work 1:1 with EHCP children SENDCo to review APDR with class teacher every half term Class teacher to oversee interventions and adapt as necessary	TAs Class teachers SENDCo	ongoing	SEND children will be appropriately supported and reasonable adjustments will be in place SEND children will make expected progress each term as identified on their APDR documents
Reduce number of incidents of discriminatory and aggressive behaviour on playground <b>(Eliminate discrimination, harassment and victimisation)</b>	Review behaviour policy in line with new vision and values Ensure staff are adequately trained in new behaviour policy All staff to receive Step On training Share policy with all stakeholders Assemblies are planned to teach children about what the values look like in their lives Ensure children have ways to share worries or concerns with trusted adults Staff will challenge all behaviour which falls below expectation – if you walk past it, you accept it	All staff	ongoing	Children will have a thorough understanding of the school values and will behave in line with them Teachers will have consistently high expectations of children and be clear in their expectations Children will be kind and respectful to each other and not use discriminatory language or display aggressive behaviours Cpoms records will show a reduction in these incidents
Increase engagement in wider school life of children and families not local to school <b>(Foster good relations)</b>	Ensure equality of representation in resources, displays and roles and responsibilities Ask children what clubs they would like and offer some at lunch times School to fund a taxi for children to stay at Christmas Fair and Summer Fair Ensure provision in place for ‘treat Friday’ for the children who travel by bus and taxi All parent meetings should be offered as hybrid	SB PTA Class teachers	Ongoing	Stakeholder surveys evidence positive feelings of inclusion from children, parents and staff with protected characteristics or from vulnerable groups, and from those who travel by bus or taxi. Everyone feels that they are included in the wider life of the school. Clubs, PTA events and parent meetings are accessible to all.

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### Appendix 3: Equality Impact Assessment

Name and/or brief description of policy/practice
What evidence/information has been used to help identify the likely impact on different groups of people?
Which relevant groups have we engaged/consulted with as part of our assessment?

Protected characteristic	Impact on this group			Explain and give examples of evidence
	Positive	Negative	Neither	
age				
disability				
gender reassignment				
marriage and civil partnership				
pregnancy and maternity				
race				
religion or belief				
sex				
sexual orientation				

Barriers/disadvantages/discrimination identified?	Yes (tick)	No (tick)
If "yes" how will the policy/practice be adapted/changed to eliminate this?		
Date completed	Review date	