

# Long Knowle Primary School

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**Head Teacher: Ms K. Elliot**

## **Equality and Diversity Policy**

### **Statement of Intent**

Long Knowle Primary School is a caring school that aims to provide a high quality education to all our pupils within a secure and environment. We hope that they will leave us with confidence, positive memories and a value of their time at our school.

Our aims are to provide a secure, caring and stimulating environment in which the school and the home are partners.

- Our **school** will be a safe, welcoming and inclusive environment where everyone is expected to be courteous, tolerant and considerate.
- Our pupils will be **successful learners** who enjoy learning, make progress and achieve their very best.
- Our pupils will become **confident individuals** who are able to lead safe, healthy and fulfilling lives.
- Our pupils will develop skills to become **responsible citizens**, who make a positive contribution to 21<sup>st</sup> century society, thriving in and shaping the future.
- Our **curriculum** will provide enjoyable and creative opportunities for learning and teaching, using a wide range of resources and technology to enable all pupils to achieve their full potential academically, physically, socially, emotionally and spiritually.
- Our school will work in **partnership** with governors, parents and the wider community to support and encourage pupils in all aspects of their learning and in their development as independent, curious and resilient individuals.

The School aims:

- To provide equal opportunities for all our children to develop and extend their social, intellectual and physical potential;
- To provide equal opportunities for all our children to develop and extend their moral and cultural capacities, whilst fostering an awareness of, and respect for, the beliefs and practices of other communities.

### **The Legal Framework**

The Equality and Diversity Policy of Long Knowle Primary School has been developed in line with the following legal framework:

- UN Convention on the Rights of the Child
- UN Convention on the Rights of Persons with Disabilities
- Human Rights Act 1998
- Special Educational Needs (Information) Regulations 1999
- Education and Inspections Act 2006
- Equality Act 2010
- Specific Duties Regulations 2011

## **Roles and Responsibilities**

### **The Governing Body will:**

- Ensure that the school complies with the appropriate equality legislation and regulations;
- Meet its obligations under the Public Sector Equality Duty to publish equality objectives;
- Ensure that the school's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans;
- Ensure that the recording and reporting of equality and diversity data is sufficiently scrutinised;
- Ensure that the school's Admissions Policy does not discriminate in any way;
- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the Governing Body;
- Proactively recruit high-quality applicants from under-represented groups;
- Provide information in appropriate and accessible formats;
- Ensure that the necessary disciplinary measures are in place to enforce this policy.

### **The Headteacher will:**

- Implement the Policy and its procedures;
- Ensure that all staff members received the appropriate equality and diversity training as part of their induction and continuous professional development;
- Ensure that all parents, visitors and contractors are aware of and are in accordance with the provisions of this policy;
- Actively challenge and take appropriate action in any case of discriminatory practice;
- Address any reported incidents of harassment or bullying in line with DfE guidance;
- Report to governors on the progress of implementing the provisions of this Policy.

### **Employees will:**

- Be mindful of any incidence of harassment or bullying in the school;
- Address any minor issues of harassment or bullying in the school and report any major breaches of the policy to the headteacher;
- Identify and challenge bias and stereotyping within the curriculum and the school's culture;
- Promote equality and good relations, and not harass or discriminate in any way;
- Monitor students' progress and academic needs to ensure the appropriate support is in place;
- Keep up-to-date with equality legislation and its application by attending the appropriate training.

### **Students will:**

- Not discriminate or harass any other pupil or staff member;
- Actively encourage equality and diversity in the school by contributing their cultural experiences and values;
- Report any incidences of bullying or harassment, whether to themselves or to others, to their headteacher or class teacher;
- Abide by all the school's equality and diversity policies, procedures and codes.
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## **Monitoring and Evaluation**

This policy will be monitored and evaluated on an annual basis by the Head Teacher and the Governing Body in the following ways:

- Individual attainment data will be used to measure the effectiveness of this policy on student

- achievement;
- Equal opportunities recruitment data;
- Ofsted inspection judgements on equality and diversity;
- Incident records related to harassment and bullying.

**Dissemination**

We will take steps to communicate this policy to the Governing Body, headteacher and, as appropriate, pupils, parents and carers in an accessible format and on the school website.

**Enforcement**

Staff members and pupils who do not comply with the provisions of this policy may be subject to the school's disciplinary procedures.

**Appeals**

Staff members retain the right to appeal against a decision on the acceptability of their appearance using the school's grievance procedure.

This Policy was produced in May 2018

It was adopted by Governors in June 2018

Reviewed March 2021

This Policy will be reviewed annually from September 2021