



Westcott Church of England School

High Street, Westcott, Aylesbury, Buckinghamshire HP18 0PH

01296 651360

office@westcott.bucks.sch.uk

www.westcott.bucks.sch.uk

Headteacher **Mr Barry Grace**

Westcott Church of England Primary School

Equality and Diversity Policy 2020

Every person in our school community has been made in the image of God and is loved unconditionally by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community.

Each person in all their unique difference should be able to thrive, irrespective of physical appearance, gender, race, religion, ethnicity, socioeconomic background, academic ability, disability, sexual orientation or gender identity.

We are committed to promoting the understanding of the principles and practices of equality – treating all members of our school community as individuals, according to their needs, with an awareness of our diverse society and appreciating the value of difference.

We actively seek to challenge discrimination and we promote an anti-bullying stance which makes clear the unacceptability of racist, disablist and homophobic, biphobic and transphobic bullying and language.

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, gender reassignment, race, religion, sex and sexual orientation.

We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties 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.

Guiding principles

Our approach to equality is based on the following key principles:

We are a church school, which believes in the importance of friendship in our community, where people from all races, religions and cultures work together in trust.

Our pupils, staff and families work as a team to achieve our goals with perseverance, and show thankfulness in our success. We learn forgiveness in our lives and endeavour to show it to those with whom we work and play.



INVESTORS
IN PEOPLE





Westcott Church of England School

High Street, Westcott, Aylesbury, Buckinghamshire HP18 0PH

01296 651360

office@westcott.bucks.sch.uk

www.westcott.bucks.sch.uk

Headteacher **Mr Barry Grace**

Westcott Church of England School ensures that individual diversity is valued and that rights and beliefs are protected, respected and tolerated by all. In order to guarantee that this occurs, we make it an integral part of our thoughts, words and deeds. This policy is intended to have a direct and positive impact on the ethos of the school.

The core values of the school are within the schools aims and set out in our mission statement:

Learning in faith and growing into all God wants us to be.

Development of the policy

This policy was developed by amalgamating the schools 2016 Equalities policy and the template from 'Valuing all God's children'. This was then shared with the staff and Governors, taking into account the needs of the children from within the school and wider community, as well as the potential needs of all children who may join/visit the school.

Links to other policies and documentation

We ensure that the principles listed above apply to all of our policies and practice including those that are concerned with:

- Pupils' progress, attainment and achievement
- Pupils' personal development and wellbeing
- Teaching styles and strategies
- SMSC and PSHE
- Admissions and attendance
- Staff recruitment, retention and professional development
- Care, guidance and support
- Special educational needs
- Behaviour, discipline and exclusions
- Bullying and addressing prejudice related bullying
- Working in partnership with parents, carers and guardians
- Working with the wider community

We also ensure that information about our responsibilities under the Equality Act are included in our school development plan, self-evaluation review, the school prospectus, school web site and newsletters.



Westcott Church of England School

High Street, Westcott, Aylesbury, Buckinghamshire HP18 0PH

01296 651360

office@westcott.bucks.sch.uk

www.westcott.bucks.sch.uk

Headteacher **Mr Barry Grace**

Our actions

To eliminate discrimination, harassment and victimisation We meet our legal duty and live out our guiding principles listed above by:

Our Vision for Equality. 'We will treat everyone at Westcott Church of England Primary School fairly, celebrating difference and meeting different needs so that all members of our school community are free to live, learn and enjoy' We have a positive approach to ensuring equality, as defined in the Equality Act 2010.

Westcott Church of England Primary School is committed to:

- Tackling discrimination on the grounds of age*, disability, gender identity (gender reassignment and transgender), pregnancy and maternity, race, ethnic or national origin, language, religion or belief, gender, sexual orientation, marital status, responsibility for children or other dependents or where a person lives. [*in relation to age the focus is about their employability and not their school duties]
- Advancing equality of opportunity
- Creating good relations between different groups
- Treating everyone as an equal when looking at implementing policies, monitoring attendance, authorising holidays deemed exceptional circumstances.
- Using the school Buddies to 'Buddy up' children to ensure they feel happy, safe and secure around school. This Buddy is also someone they can talk to if they have any concerns or worries.
- 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

To advance equality of opportunity between different groups

We meet our legal duty and live out our guiding principles listed above by: The staff are aware that when working with different groups within school and the wider community that they need to be alert and mindful of the language that they and others use and the potential impact of any negative, prejudicial language or behaviour could have on particular pupils and groups of pupils.

To foster good relations

We meet our legal duty and live out our guiding principles listed above by:

The pupils at the school are all seen as equals to the children and staff, children who require additional needs, have these explained to the class so that they are aware of why some children



Westcott Church of England School

High Street, Westcott, Aylesbury, Buckinghamshire HP18 0PH

01296 651360

office@westcott.bucks.sch.uk

www.westcott.bucks.sch.uk

Headteacher **Mr Barry Grace**

have additional support. The school actively encourages leaders of other faiths to come into school and discuss their religion with the children, empowering them and enhancing the delivery of the RE curriculum.

The school has a single uniform policy, enabling children to wear any of the options for the school uniform regardless of ethnicity, religion or gender. Staff actively model to all children the concepts of living well together, respecting diversity and equality, challenging discrimination and prejudice and listening to and treat others with dignity and respect.

Other ways we address equality issues

The school allow children during mufti-days (non-school uniform) to come to school in their own clothes or come to school as their favorite book character. The school applies the same policy on jewelry and make-up equally to all children.

Children and staff who celebrate different religious festivals are actively encouraged to share their experiences with the rest of the children in the school, e.g. henna paintings, fasting, reasons for not celebrating birthdays (Jehovah Witness).

Circle times/PSHE and wellbeing sessions enable the children to learn to value everyone's opinions regardless of whether we share the same beliefs.

Disseminating the policy

We ensure that this policy is known to all staff and governors, parents and carers and, as appropriate, to all pupils. This policy, our equality objectives and data are all available on our school website.

Roles and responsibilities

The governing board ensure that the children, staff and visitors are ensuring that all of the children are being treated equally, by carrying out school visits, looking at monitoring records. They follow up on any concerns that have been brought to their attention by parents or the headteacher.

The headteacher ensure through learning walks, lesson observations and other classroom checks that children and staff are being listened to and valued equally. To log and investigate any concerns raised by parents, children or staff where prejudice of any kind has been shown to children. Any cases of prejudice are reported to the Governing Board.

Teaching and support staff are to ensure that they are good role models to the children as well as ensuring that they differentiate their work for all of the children, based on the individual children's learning need for the lessons. Listen to any concerns raised by parents and children, report any



Westcott Church of England School

High Street, Westcott, Aylesbury, Buckinghamshire HP18 0PH

01296 651360

office@westcott.bucks.sch.uk

www.westcott.bucks.sch.uk

Headteacher **Mr Barry Grace**

concerns/instances of discrimination, to the headteacher. Teachers to run additional PSHE session as needed.

Pupils are to treat the children and staff in the school equally (as they would want to be treated by others). Children to inform the class teacher, any member of staff, or head pupil/school councilor of any instances of discrimination that they have witnessed.

Parents and carers to inform class teacher/headteacher of any concerns that they have regarding possible acts of discrimination witnessed or alleged. Parents to adhere to the school policy when talking about other children, staff, parents or visitors.

Visitors are to follow the school policy while working in on the school site. Report to the office/headteacher any concerns that they have regarding possible acts of discrimination witnessed or alleged.

Staff development and training

We ensure that all staff, including support staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

Breaches of the 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 board

Monitoring and evaluation

Staff and parents notify the headteacher of any concerns over equality. This information is shared with the Chair of the Governing Board, the investigation/s carried out and the outcomes. These are shared with the Full Governing Board. The policy is reviewed every three years

Date of Last review: January 2020

Headteacher signed: _____ Date: _____

Chair of governors signed: _____ Date: _____