



Equality and Diversity Policy

Issue 2 – March 2018

The Spencer Academies Trust has delegated Full responsibility to the Local Governing Body (LGB) of Wyndham Primary Academy for this Policy. It is the LGB's responsibility to ensure this Policy is implemented and reviewed in accordance with statutory and legislative arrangements.

The Spencer Academies Trust may, on an annual, basis undertake audits to confirm that appropriate arrangements are maintained by the Academy.



Wyndham Primary Academy

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1.0 Introduction

Wyndham Primary Academy is committed to promoting equal opportunities, valuing diversity, and tackling social exclusion in everything it does. Our aim is equality for everyone who works in, attends, and is part of the school in any way and we will shape our organisation and practices accordingly.

2.0 Introducing diversity

This policy document is a new version of our equal opportunities policy. This new policy has an additional approach to equality, emphasising our commitment to valuing diversity in the school. Our objective is to create a culture that respects and values each other's differences, not merely tolerates them.

We believe this new policy will bring about fairer practices and make our school more accessible to everyone who works here, attends as a pupil or uses it for other purposes, such as Adult Community Learning. Equality for our staff, pupils and other users and the services we provide for our pupils and the wider community are an integral part of our equality policy. Valuing diversity is a strategy for combining the two.

A diverse workforce adds value to any organisation, making it more responsive and flexible and making it a place where people want to work. By looking more closely at the kind of people we employ and their levels of skills and understanding, we hope to improve our ability to meet the needs and aspirations of our pupils.

If successfully implemented, this policy will lead to a workforce that is diverse in a number of different ways, with:

- teaching and non-teaching staff from a variety of racial, cultural and religious backgrounds.
- women and men well-represented at all levels.
- career opportunities for younger and older people.
- encouragement and practical support for disabled people.
- a culture in which a worker's sexuality is irrelevant to their career development.



3.0 Our commitment to achieving equality and valuing diversity

We at Wyndham believe in:

- a fair society that gives everyone an equal chance to learn, work, and live free from discrimination, harassment, bullying and prejudice.
- fighting discrimination.
- recognising that the diversity of our community is an asset to our school

The school is committed, under this policy, to do its best to prevent our pupils and our employees from unfair discrimination because of:

- age.
- social class.
- disability.
- employment status.
- ethnic or national origins, race or colour.
- living with HIV/AIDS.
- marital status.
- religious or political beliefs.
- responsibilities for children or dependants.
- gender and gender identity.
- sexuality.
- trade union activities.
- unrelated criminal convictions, where this is possible.
- any other unjustified grounds.

This policy sets out our commitment to opposing all forms of discrimination.

This policy applies to every employee, pupil and other user of the school's facilities and services.



We will:

- use resources (where appropriate and possible) to help those who need additional help to overcome barriers.
- try to be fair and equal at all times.
- work towards helping every pupil to achieve their potential academically, socially and emotionally.

The Equality and Diversity Policy will underpin all our other policies, School Improvement Plans, procedures and systems.

We will work with external partners and organisations to try to meet the needs of all equality groups.

4.0 Our commitment to providing high quality education for all our pupils

We aim to:

- provide appropriate, accessible, effective and high quality education for all our pupils, without prejudice or bias.
- provide clear information about the school in a variety of formats, such as in community languages, large print, in Braille, on tape or computer disk, where appropriate, necessary or possible.
- where necessary and possible, provide interpreters in British Sign language and other community languages when communicating with parents and pupils, or them with us.
- work in partnership with others to promote equality and diversity.
- do our best to include all parents and pupils when we consult about issues relating to the school and the education we provide.
- encourage and support pupils to participate in activities in school and in the wider community.
- celebrate the variety of lifestyles and cultures in our local community and in Derby.
- do all we can to review and monitor our school organisation, systems and procedures to make sure we do not discriminate unfairly, and identify where we can improve.



- make sure that we comply with relevant legislation and statutory codes of practice.
- continue developing good practice, policies and procedures over and above those required by legislation.
- work with others to provide an environment free from harassment and violence.
- act promptly if we receive any complaints about the way we provide services.

5.0 Our commitment to our pupils

We are committed to providing equal opportunities in learning and other aspects of school life and to demonstrating that we value the diversity of our pupils.

The aim of our policy is to do our best not to unfairly discriminate against any pupil.

We aim to create a school that is as diverse as the community we serve.

We will do our best to treat all pupils fairly in relation to all our school policies and procedures and to meet any reasonable and appropriate additional needs they may have.

We will value and respect the identities and cultures of our pupils.

We are committed to ensuring the school is free from discrimination, bullying and harassment and will act promptly on any complaints of discrimination, bullying, harassment or victimisation.

We will provide a safe environment in which our pupils can learn, grow and develop.

We will make the school, and information about it, as accessible as we can for all our pupils and their parents.

We will give our pupils clear information about school rules, procedures, relevant policies, and the full range of learning opportunities available to them; we will encourage and support all pupils to enable them to reach their full potential.

We will continue to develop good practice in our educational policies and procedures over and above those required by legislation.

We will give pupils and their parents access to the school's Complaints Procedure if they feel unfairly treated.



6.0 Our commitment to employees

We are committed to providing equal opportunities in employment and demonstrating that we value the diversity of our workforce.

We will do our best not to unfairly discriminate against any job applicant or employee and, when recruiting, only to consider factors which are relevant to someone's ability to perform the job well.

We aim to create a workforce that is as diverse as the community we serve.

We will do our best to treat all employees and job applicants fairly in relation to all our employment policies and procedures and to meet any reasonable and appropriate additional needs they may have.

We will value and respect the identities and cultures of our employees.

We will ensure the school as a workplace is free from discrimination, bullying and harassment and will act promptly on any complaints of discrimination, bullying, harassment or victimisation.

We will provide a safe working environment for all our staff.

We will make the workplace, and information about work, as accessible as we can for all our employees.

We will give our employees clear information about job selection and training and give them support and encouragement to enable them to reach their full potential.

We will make sure that we work according to the relevant employment legislation and statutory codes of practice.

We will continue to develop good practice employment policies and procedures over and above those required by legislation.

We will give employees and job applicants access to the appropriate school procedures if they feel unfairly treated.

7.0 Implementing the policy

The Principal has lead responsibility for implementing and monitoring this policy, but all members of the teaching and non-teaching staff have a responsibility to work in accordance with it in all areas of their work.

All members of the teaching and non-teaching staff with leadership, curriculum, pastoral or supervisory responsibility, have responsibility for implementing, monitoring and promoting this policy.

The main responsibility for achieving change lies with the Governors, Principal and Senior Leadership team and will involve all teaching and non-teaching staff participating.



Meaningful change will also require consultation with pupils and parents to ensure their views are taken account of.

All teaching and non-teaching staff must make sure they do not:

- discriminate against anyone.
- persuade or pressure another member of staff to discriminate.
- harass, bully or abuse other members of staff, pupils or the public for any reason.
- condone harassment.

If a member of staff does not follow these and other requirements of the Equality and Diversity Policy, this will be dealt with under the school's Disciplinary Procedure.

We will do our best to make our Equality and Diversity Policy fully effective by:

- actively promoting it.
- regularly monitoring and reviewing all our organisational practices and procedures and changing them if they result in unfair discrimination.
- making sure that all pupils, parents, members of staff and others who use the school's facilities know about this policy.
- taking appropriate action, using agreed procedures, if any parent, pupil, member of staff or other person breaches this policy.
- providing training and guidance to make sure that this policy, and the legal responsibilities associated with it, are understood by all relevant members of staff.



8.0 Target groups and key areas

We recognise that anyone, at any time of life, can be discriminated against or treated unfairly in one way or another. There are some groups of people who may face this more than others. Some people even face multiple discrimination and harassment. We are committed to tackling all types of discrimination and unfair treatment for everyone, including discrimination on the basis of:

- **Age:** Age discrimination can affect both young and older people.
- **Poverty:** We will make every effort to support parents on low incomes or those in financial difficulties to ensure that no pupil misses out on educational opportunities because of their circumstances.
- **Disability:** We will do all we can to provide disabled pupils with equal and inclusive access to the full range of educational opportunities the school offers, and disabled employees with equal and inclusive access to the full range of employment opportunities.
- **Ethnic Origin/Race:** We recognise that some people face discrimination because of their colour, race, ethnic origin, and nationality, including citizenship. We recognise and value diversity and will do our best to meet the language, dietary and religious needs of pupils, staff and other users of the school's facilities. We recognise that we need to provide educational opportunities that are appropriate to the needs of all our pupils and we will develop policies, procedures and practices to make sure pupils from minority ethnic communities have fair and equal inclusive access to the full range of educational opportunities the school offers. We recognise the needs of asylum seekers and refugees in accessing educational opportunities and we will do our best to give them the support they need, challenging discrimination when it occurs.
- We are committed to challenging all forms of racial discrimination. The definition of a racist incident to be used in school is: 'a racist incident is any incident which is perceived to be racist by the victim or any other person'. Pupils from minority ethnic communities may experience racial harassment from other pupils. We regard any such incidents as a serious breach of the school's Behaviour and Discipline Policy and will deal with such incidents swiftly and effectively, using appropriate procedures to investigate complaints promptly and take action against the perpetrators. Pupils who racially harass others are breaching the school's Code of Conduct. The school will not tolerate this and will take appropriate action. We will work with parents of pupils from minority ethnic communities, the Local Authority and other agencies to tackle racial harassment and discrimination and to improve minority ethnic people's rights.
- **Living with HIV/AIDS:** We are committed to making sure that no pupil or member of staff is discriminated against because they are living with HIV/AIDS. We will do all we can to make sure that, should we have any pupils or members of staff who are HIV positive, they can continue to attend



and work at the school. We will do all we can to provide accessible and appropriate services to pupils and members of staff living with HIV/AIDS. We will take full account of their needs and requirements.

- **Sexuality:** We recognise that people may be unfairly discriminated against because of their sexuality and this may mean they do not get equal access to educational and employment opportunities. We will try to ensure that our policies, procedures and practices do not unfairly discriminate against pupils, parents or members of staff on the basis of their sexuality. We will support pupils, parents and members of staff so that they can be open about their sexuality.
- **Religious beliefs:** The school recognises that individuals have a right to their own religious and cultural beliefs and practices. We will do our best to ensure there is no form of discrimination in the school in relation to pupils and to members of staff. We will do our best to meet the religious and cultural needs of our pupils and staff. We will be sensitive to requests from members of staff wanting time off to participate in religious and cultural events. Please note that while the school will also welcome different kinds of dress that a pupil or member of staff may wish to wear because of their cultural and religious requirements, sometimes this may not be possible because of health and safety reasons and school dress code requirements.

Gender: Staff often experience discrimination because of their gender, responsibilities for children and other dependents and their marital status. This means they may not get equal access to employment opportunities. We are committed to developing policies, procedures and systems that benefit all members of staff.

We are also committed to developing policies, procedures and systems that benefit female pupils. We will do our best to ensure that female pupils are given equal access to all educational opportunities and that they are encouraged and supported to enable them to take advantage of the opportunities offered. We will challenge gender stereotyping and ensure careers guidance and personal development programmes promote equality of opportunity.

We are committed to making sure that women are fairly represented across all areas of the school within the teaching and non-teaching staffing structure. We will encourage women to apply for senior and middle leadership posts, particularly in areas where they are under-represented.

We will seek to promote work life balance and family friendly employment policies so that the needs of employees who have childcare and dependent care responsibilities are tackled. Although this also applies to men, it has a much bigger impact on women employees. However, such policies must be developed in the context of the core purpose of the school, and organisation and delivery to meet this purpose will take priority.



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We recognise that many women face domestic violence and we will do all we can to support any of our pupils, parents or members of staff who experience this abuse.

However, the school recognises that such policies must be developed in the context of the core purpose of the school (securing a high quality education for, and raising the attainment of, pupils through high quality teaching and learning) and organisation and delivery to meet this purpose will take priority.