



Model Equality and Diversity Policy

Welbeck Primary School

Name of School: Welbeck Primary School
Date adopted by Governing Body: September 2023
Date of next review: September 2024
Signed Chair of Governing Body: Daphne Carter Headteacher: Ms R Gittins

1. Introduction

- 1.1 At Welbeck Primary School we focus on the wellbeing and progress of every child and every member of our school community (staff, parents/carers/guardians and visitors) and recognise that each person is of equal worth and our Equality and Diversity Policy reflects how our school meets the duties as set out in the **Equality Act 2010**.
- 1.2 Our policy also seeks to ensure that we continue to tackle issues of disadvantage and underachievement of different groups.
- 1.3 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**.
- 1.4 Our approach is based on seven key principles that apply to our whole school community, children, staff, parents/carers/guardians and visitors.
 - 1.4.1 **Everyone in the whole school community is of equal value.** Whether disabled or not, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, whatever their religious/non-religious affiliation or faith background and whatever their sexual orientation.
 - 1.4.2 **We recognise, respect and value difference and understand that diversity is strength.** We take account of difference and strive to remove barriers and disadvantages that people may face in relation to disability, ethnicity, gender and gender identity, religion, belief/faith and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit our school.
 - 1.4.3 **We foster positive attitudes and relationships.** We actively promote positive attitudes and mutual respect between groups and communities different from each other.
 - 1.4.4 **We foster a shared sense of cohesion and belonging.** We want all members of our school community to feel a sense of belonging within the school and the wider community and to feel that they are respected and able to participate fully in school life.
 - 1.4.5 **We observe good equalities practice for our staff.** We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion and in continuing professional development.
 - 1.4.6 **We have the highest expectations of all our children.** We expect that all pupils can make good progress and achieve to their highest potential.
 - 1.4.7 **We work to raise standards for all pupils, particularly our most vulnerable.** We believe that improving the quality of education for our most vulnerable pupils raises standards across the whole school.

2. The Equality Act 2010

- 2.1 The Equality Act 2010 is the foundation on which our legal responsibilities are built. The Act ensures that our children, staff and visitors are protected from discrimination, harassment and victimisation on the grounds of several '**protected characteristics**'. This means that our school cannot discriminate or treat people less favourably because of their **sex (gender), race, disability, religion/ philosophical beliefs or lack of such beliefs, gender reassignment, sexual orientation, pregnancy or maternity, marriage and civil partnership and age**.
- 2.2 The Act requires schools to comply with the **Public Sector Equality Duty** and two **specific duties**.
- 2.3 The **Public Sector Equality Duty** requires schools to:
- Eliminate unlawful discrimination, harassment and victimisation
 - Advance equality of opportunity between different groups
 - Foster good relations between different groups.
- 2.4 The Act also has two **specific duties**.
- Schools publish information to show compliance with the Equality Duty.
 - Schools publish **Equality Objectives** at least every four years.
- 2.5 The duties are listed in section **C. Other statutory documents** of the DfE's document entitled [Statutory policies for schools: Advice on the policies and documents that governing bodies and proprietors of schools are required to have by law](#).

3. Meeting the Public Sector Equality Duty

- 3.1 The following list is not exhaustive and schools should amend/add as they consider appropriate. These should be used to inform the school's equality objectives and actions in appendix 1. It is expected that schools will identify key priorities, informed by qualitative and quantitative analysis, and developed further over the four year cycle.
- 3.2 Schools can obtain further support and information from the City Council's Equality and Employability Team by emailing them at equalities@nottinghamcity.gov.uk.
- 3.3 Schools should address the following points when considering their objectives and actions:
- 3.3.1 **What we are doing to eliminate discrimination, harassment and victimisation**
- We take account of issues of equality in relation to admissions and exclusions.
 - We work towards ensuring that reasonable adjustments are made for disabled people
 - We actively promote equality and diversity through the curriculum
 - Every policy will link in and make reference to the school's Equality and Diversity Policy.

- We work towards creating an environment that champions respect for all.
- We ensure that staff employment, training and promotion is based on principles of equality.
- We will continue to oppose all forms of prejudice, including, racism, antisemitism, Islamophobia, homophobia, transphobia, biphobia, sexism, ageism and disablism.

3.3.2 What we are doing to advance equality of opportunity between different groups

- We know the needs of our school population and collect and analyse data e.g. gender, disability and ethnicity by year group in order to inform planning and identify targets for improvements particularly between specific groups of children e.g. disabled children.

3.3.3 What we are doing to foster good relations

- We prepare our pupils for life in a diverse society by ensuring that curriculum activities promote the spiritual, moral, social and cultural development of pupils.
- We teach about difference and diversity and the impact of stereotyping, prejudice and discrimination through PSHE and citizenship and across the curriculum.
- We promote a whole school ethos and values that challenge prejudice based discriminatory language, attitudes and behaviour.
- We provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other

3.4 Meeting the specific duties

3.4.1 What we are doing to show compliance to the Public Sector Equality Duty (PSED)

- We evaluate our success in meeting the PSED by the extent to which we achieve improved outcomes for the different groups within our school. We produce equality data which inform our Equality Objectives

3.4.2 What we are doing re: Equality Objectives

- Our objectives for **2023 - 2025** are
- To eliminate discrimination, harassment and victimisation, we will continue to oppose all forms of prejudice, including racism, anti-Semitism, Islamophobia, homophobia, transphobia, biphobia, sexism, ageism and disablism.
- To advance equality of opportunity between different groups by refining the way we collect and analyse data around the new curriculum and assessment frameworks, particularly around specific groups e.g disadvantaged pupils
- To foster good relations we want to provide more opportunities for pupils to appreciate their own culture and celebrate diversity of others.

3.4.3 Consultation

- In order to meet the PSED, consultation of the Policy should be undertaken with the whole school community.

4. Roles and Responsibilities

4.1 Governing Body

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented. A member of the governing body **Daphne Carter** has a watching brief regarding the implementation of this policy.

4.2 Headteacher and Leadership Team

The Headteacher and Leadership Team 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.

4.3 Teaching and support staff

All teaching and support staff will:

- Promote an inclusive and collaborative ethos in their classroom
- Challenge prejudice and discrimination
- Deal fairly and professionally with any incidents of victimisation, discrimination, harassment and prejudice.
- Keep up-to-date with equalities legislation relevant to their work
- Support different groups of pupils through differentiated planning, teaching and making reasonable adjustments for disabled pupils and those for whom English is not a first language

4.4 Breaches

Breaches will be managed by the Headteacher and Governing body.

Reporting a data incident to the Data Protection Officer

Upon discovering a data incident staff should immediately notify the Data Protection Officer (or another senior teacher if the Data protection Officer is unavailable) and take any steps necessary to reduce the impact of the incident. The Data Protection Officer should then:

- Complete without delay the Data Incident Reporting Form to collect the facts surrounding the incident
- Take any additional steps necessary to reduce the impact of the incident - for example getting information taken down from the internet, retrieving information sent to the wrong address etc.
- Notify the ICO as soon as possible within 72 hours unless a breach is unlikely to result in a risk to the rights and freedoms of the individual.
- Where it is clear that there is a high risk to the rights of the pupil or other data subject affected, then they must also be notified, or a parent or carer for that pupil.

- Where it is unclear advice should be sought from the ICO as to whether affected individuals would need to be notified.

Any data loss or data misuse incident must be reported to the Data Protection Officer

4.5 Monitoring and Evaluation

We will collect and analyse qualitative and quantitative data relating to the implementation of this policy to monitor its effectiveness and will review and amend when necessary

Review date September 2023

Signed: Chair of Governors D Carter Headteacher R Gittins

Date: 7.09.23

Action Plan Template

Equality Objective No. XX

OUTCOMES	MEASURED BY
•	•

Activity	Lead	Progress Milestones

Action Plan Template *with example*

Equality Objective No. 1

To ensure the school's behaviour policy does not impact negatively on equalities groups

OUTCOMES	MEASURED BY
<ul style="list-style-type: none"> • Exclusions to get to an absolute minimum • All Pupils enjoy school and attend regularly 	<ul style="list-style-type: none"> • Analysis of exclusion figures indicates no specific groups are disproportionately represented. • No pupils with Statements of SEN are excluded • Boys are not over-represented in unauthorised absence figures

Activity	Lead	Progress Milestones
<p>Departmental / Year group focus on engagement and enjoyment of lessons</p> <ul style="list-style-type: none"> • Teachers engage in paired lesson observations. Feeding back 'good practice examples. • Pupil feedback on new teaching approaches • Plan range of innovative and creative teaching styles e.g. use of ICT in lessons or Enquiry based learning. 	<p>Deputy Headteacher / or KS co-ordinator</p>	<p>Baseline information collated from pupil perception surveys October half-term.</p> <p>Range of strategies agreed and implemented – February half-term</p> <p>Evaluation of impact – attendance, exclusions, progress data.</p>