



Equality, Diversity & Community Policy

Article 12 – Every child has the right to say what they think in all matters affecting them, and to have their views taken seriously.

Article 14 – Every child has the right to think and believe what they want and also to practise their religion, as long as they are not stopping other people from enjoying their rights.

Article 23 – A child with a disability has the right to live a full and decent life with dignity and independence, and to play an active part in the community.

Article 29 – Education must develop every child’s personality, talents and abilities to the full. It must encourage the child’s respect for human rights, as well as respect for their parents, their own and other cultures and the environment.

Article 30 – Every child has the right to learn and use the language, customs and religion of their family, whether or not these are shared by the majority of people in the country where they live.

| Nova Primary School Governor Information | |
|---|-------------|
| Model Policy | No |
| Local Changes | |
| Customisation* | |
| Originally Adopted | Spring 2012 |
| Last Review Date | Spring 2012 |
| Next Review Date | Spring 2016 |
| * additions made to policy (eg local detail) but not a change to any policy structure | |

History of most recent Policy changes – Must be completed

| Date | Page | Change | Origin of Change e.g. TU request, change in legislation |
|----------|------|--|---|
| 31/5/12 | | Initial issue. Combines previous Disability and Equality Scheme Policy, Accessibility Plan and Equal Opportunity Policy. | Equality Act 2010 |
| 27/02/13 | 1 | Addition of children’s rights | |

Contents

- 1 Introduction
- 2 School Context
- 3 Structure of the Policy
- 4 Disability
- 5 Gender
- 6 Gender Reassignment
- 7 Pregnancy and Maternity
- 8 Race
- 9 Religion or Belief
- 10 Sexual Orientation
- 11 Publishing and raising awareness
- 12 Breaches of the policy

1 Introduction and Purpose

Nova Primary School believes that inclusion is a basic human right of every child and adult. The school is, consequently, constantly striving to develop itself as an inclusive school. We value diversity, welcome and respect all members of our local community and our visitors, whatever their age, ability, background or circumstances.

We provide opportunities for all to participate fully and equally. We expect all members of the school community to appreciate and understand the differences in all peoples and communities, to seek to help others and to speak out against injustice and bullying. The school will promote equality of opportunity by example, through its policies, curriculum and staffing. We are committed to working with all members of our community to remove any attitudinal, physical or organisational barriers.

This policy sets out the school's overall commitment to equality and respect for past, present and prospective pupils. The Policy therefore contains the school's approach to all protected characteristics of disability, sex, pregnancy and maternity, race, religion or belief, sexual identity (sexual orientation and gender reassignment) and cultural or social background. It combines the previous policies of Disability & Equality, Accessibility Plan and Equal Opportunity

The school also has obligations as an employer against the protected characteristics. These obligations are not covered in this framework as this policy is concerned with a school's obligations to its pupils (mainly present and prospective pupils and where relevant former pupils and staff).

There are separate policies that cover recruitment and employment.

1.1 Rationale

- To articulate the school's commitment to equality and, therefore, the values that permeate all other school policies and practices.
- To ensure that everyone who belongs to, or comes into contact with, our school community is valued and respected.
- To promote equality of opportunity and eliminate unlawful discrimination and harassment.
- To recognize the role of the school as a focal point in the local community and as a resource to support learning and develop values.
- To explore the school's links with the wider, national and global community.
- To comply with statutory duties under equality legislation and relevant Codes of Practice.
- To address all equality and anti-discrimination issues in one document.

1.2 Purpose

- To ensure that there is equality of opportunity for all members of the school community, existing or potential, and any barriers to learning and participation are reduced or removed.
- To ensure that the school promotes equality of opportunity in principle and eliminates direct or indirect discrimination in all its functions as employer, service provider and community resource.
- To ensure that everyone is treated with respect and that any form of prejudice is challenged and eliminated.
- To ensure that the school makes a constructive contribution to the local, national and global community.

We will ensure that every pupil irrespective of the protected characteristics is able to achieve high standards and that strategies are in place to tackle under-achievement. We will ensure that every pupil has access to the necessary support required to enable them to achieve their highest potential. We will ensure that the school's procedures for disciplining pupils and managing behaviour are fair, effective and equitable.

Our intention is to ensure that the adults working or volunteering in the school include as much as possible a balanced representation of the local and wider community. We believe that this will provide good role models for pupils from all backgrounds.

2 School Context:

Nova Primary is situated in an urban area serving the North of Bristol in a mixed catchment area with a deprivation factor above 80%, in the fifth quintile, at 0.36. The school has no specific religious character, being broadly Christian and celebrates other faiths and cultures. It is a Rights Respecting School.

The school has a Family Support Worker and community room from which the FSW meets parents and carers to assist with a variety of needs and from where parent and community courses are held. The intake of the school is mixed with attainment generally being below national expectations. However, there are children who are at the upper band of average. In recent years the proportion of children on FSM has risen as have the number of children & families receiving support from Social Care.

The very large majority of pupils are of White British heritage (91%) and the proportion of pupils who speak English as an additional language is low (3-4%). There has been an increase in Eastern Europeans – Polish, Latvian, Turkish, Hungarian in Year R 2011-12

- The proportion of children on FSM has risen quite dramatically since 2009 when it was 23.2% and is much faster than the national average rise. It is now 31.84% (RoL 2011 has 35.5%)
- 21.8% SEN, (School action & statement)
- 9% BME
- 3.8% EAL,

3 Structure of our Equality, Diversity and Community Policy

Recruitment and employment issues with regard to staff may be referenced but these will be covered in more detail under separate policies.

Therefore, we have set out below:

- The definitions in respect of each of the protected equality characteristics
- Our commitment for each of the protected equality characteristics
- Our achievements, aims and objectives for each of the protected equality characteristics

4 Disability

4.1 What do we mean by Disability Equality?

We recognise that a person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

4.2 Our commitment

Nova Primary School is committed to promoting an ethos that safeguards the dignity and well being of everyone and encourages practices that take into account the rights of individuals to be treated with dignity and respect. We will not tolerate any form of discrimination, harassment and victimisation directed at anyone because of their disability.

This Equality, Diversity and Community Policy incorporates our commitment and actions on disability equality. It demonstrates our commitment to addressing disability equality in our decision making

and the delivery of education.

We are committed to promoting equality of opportunity for disabled pupils, staff and other users of our services so they can have equal access to all our school and its services. This policy is a statement of our commitment and shows clearly how we will work to achieve our goal.

We will continue to review our policies, practices and procedures so that they do not adversely affect anyone because of their disability.

4.3 Our achievements

- Accessibility to school is good with ramps into building at the main entrance and for entry into the Infants and Juniors
- Toilets have 'ambient spaces' to cater for children with specific needs – one in each key stage
- We have purchased specific resources to support disabled children – wobble cushions, sloping desks
- We take advice from professionals at an early stage in a child's education to ensure they are supported in KS1 and can progress into KS2, often not needing this support
- We plan for children joining our school and work with professionals to ensure the environment is adapted for specific children's needs in order to include them (OT etc). From September 2012 we will have a ramp exiting the YR class, handrails in a toilet and equipment to stand on for washing hands.
- For specific children we write risk assessments, adapting situations to include them in activities
- We organise human resources to ensure children with disabilities are included and have access to the curriculum

4.4 Our Aims and objectives

We have identified a number of specific actions designed to promote positive attitudes towards disabled people. We have committed to:

- **Ensuring the curriculum displays a diverse community and disabled people are celebrated. Use within assemblies, focussing on the Paralympics**
- **Ensuring adaptations to YR are completed in time for September 2012**

5 Gender

5.1 What do we mean by Gender Equality?

We recognise that a person's gender refers to the fact that they are male or female. In relation to a group of people, it refers to either men or women or to boys or girls.

5.2 Our commitment

Nova Primary School is committed to promoting an ethos that safeguards the dignity and well being of everyone and encourages practices that take into account the rights of individuals to be treated with dignity and respect. We will not tolerate any form of discrimination, harassment and victimisation directed at anyone because of their gender.

We recognise that stereotypes exist for both genders and some can lose opportunities because of these stereotypes and welcome the requirements of the Equality Act 2010 with specific provision for Gender Equality and we will give due regard to the need to:

- Eliminate unlawful discrimination and harassment on the grounds of gender, including domestic violence, sexual violence, bullying and exploitation.

- Promote equality of opportunity between women and men in all of our functions.

5.3 Our achievements

- We use the Bristol Tracker and RoL to analyse gender attainment issues
- In Foundation Stage we identified boys writing and tackled the issue successfully through pursuing their interests, approaching writing in different ways with writing opportunities outside and giving real purposes to write
- In Foundation Stage we challenge stereotypes through play with dolls, dressing up and construction resources
- Our School Council has 50-50 representation (the GB has 40-60 representation)
- Through the Healthy Schools Plus project we invited 'Unique Voice' into school to portray relationships, in particular controlling relationships to our Y5 & Y6 children. The following workshops helped children to understand they should be their own person and not follow others or be controlled by them

5.4 Our Aims and objectives

We have identified a number of specific actions designed to promote further gender equality. We have committed to:

- **Raising girls attainment in maths**
- **Raising boys attainment in writing**

6 Gender Reassignment

6.1 What do we mean by gender reassignment?

We recognise that a person may express their gender in a way that differs from or is inconsistent with the physical gender that they were born with.

6.2 Our commitment

Nova Primary School is committed to promoting an ethos that safeguards the dignity and well being of everyone and encourages practices that take into account the rights of individuals to be treated with dignity and respect. We will not tolerate any form of discrimination, harassment and victimisation directed at anyone because they propose to undergo, are undergoing or have undergone gender reassignment.

We understand gender reassignment does not necessarily require a medical process to be undertaken and that a person will be protected because of gender reassignment if they:

- Make their intention known to someone at the school
- Start to behave or dress according to the gender they identify with
- Undergo treatment such as surgery or hormone therapy
- Have already received gender recognition under the gender recognition act 2004

The school will also respect the confidentiality of those seeking gender reassignment and will provide a supportive environment within its school community.

7 Pregnancy and maternity

7.1 What do we mean by pregnancy and maternity?

Treating a woman (or a female pupil of any age) less favourably because she is or has been pregnant, has given birth in the last 26 weeks or is breastfeeding a baby who is 26 weeks or younger.

7.2 Our commitment

Nova Primary School is committed to promoting an ethos that safeguards the dignity and well being of everyone and encourages practices that take into account the rights of individuals to be treated with dignity and respect. We will not tolerate any form of discrimination, harassment and victimisation directed at anyone because of their pregnancy or maternity.

We will also seek to make arrangements for female pupils or staff to ensure that they are not treated less favourably because they are pregnant or breastfeeding.

We will not discriminate against a pupils or staff in absences related to pregnancy and maternity.

Specific provisions for pregnancy and maternity for staff are covered by the BCC adopted Policies – “Maternity and Caring Employee Scheme” and “Teachers Maternity and Adoption Scheme”

8 Race

8.1 What do we mean by Race Equality?

The school adopts the definition of Race as outlined in the Equality Act 2010 as one of the protected characteristics which refer to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

8.2 Our commitment

Nova Primary School is committed to promoting an ethos that safeguards the dignity and well being of everyone and encourages practices that take into account the rights of individuals to be treated with dignity and respect. We recognise that race discrimination, harassment and victimisation may be experienced by all in a number of ways, including day-to-day interaction with fellow pupils, staff and visitors.

The School also recognises that Black, Asian and Minority Ethnic pupils and staff may experience discrimination on the basis of race, colour, nationality and ethnic origin. This discrimination can manifest itself in all areas of their lives and can have serious consequences in terms of damaging people emotionally and physically and limiting life choices and opportunities.

The school and governing body does not tolerate any form of race discrimination which it recognises is unacceptable, discriminatory and unlawful, and is proactive in ensuring that people whatever their race, are treated fairly. This commitment is consistent with the significant progress that the school has already made in this area.

We will comply with the requirements of the Equality Act 2010 with regard to Race Equality.

8.3 Our achievements

- Strong Ugandan link for many years with Rock Foundation School through DFID funding, sharing similarities and differences through projects and visits

- School had ISA award from 2008-2011
- Incidents logged and reported
- School has been proactive, holding specific meetings to resolve issues after school with children and parent/carers
- SARI invited into school for assemblies and to work with classes and individuals
- Book week 2012 had strong emphasis on multi-cultural stories. These were told and acted out by Saikat Ahmed
- Good range of resources, particularly in the Early Years – babies, small world characters, food, costumes & music/stories from around the world

8.4 Our aims and objectives

- **Re-establish links with school in Uganda from new funding available**
- **Regain ISA award**
- **Keep accurate records of all ethnic groups**
- **Investigate avenues of opportunities to invite representatives from other cultures into school to work with children in lessons or assemblies. Use Heritage funding**
- **Establish link with another school**

9 Religion or Belief

9.1 What do we mean by Religion or Belief equality?

A Religion or belief refers to a religious and/or philosophical belief including lack of belief (e.g. Atheism). A religion must be identifiable and have a clear structure or belief system. A belief need not include faith or worship of a god or gods, but must affect how a person lives their lives or perceives the world (e.g. Humanism)

9.2 Our commitment

Nova Primary School is committed to promoting an ethos that safeguards the dignity and well-being of everyone and encourages practices that take into account the rights of individuals to be treated with dignity and respect.

Faith-based hate crime has been a new phenomenon in recent years, developing a character that is distinct from race hate crime. We recognise that discrimination, harassment and victimisation on the grounds of religion and/or belief or non-belief may be experienced in a number of ways, including day-to-day interaction with fellow pupils, staff and visitors.

The school seeks to eliminate all forms of discrimination and prejudice based on religion and/or belief or non-belief, either direct or indirect, and is committed to treating staff, pupils and others fairly, regardless of their religion or belief and will not condone unfavourable treatment on this basis.

We will comply with the requirements of the Equality Act 2010 with regard to religion or belief and any incidents of bullying, harassment and/or victimisation on the grounds of religion and/or belief or non-belief will be taken seriously and could provide grounds for disciplinary action that may lead to dismissal or exclusion from the school.

9.3 Our achievements

- Robust curriculum – each of the major 6 faiths is taught
- Displays are regularly changed to reflect religious beliefs
- Variety of resources, easily accessible, to share and value with children
- Resources from centre also accessed to provide variety of experience
- Calendar of festivals produced and available to staff to use within RE or mini projects as well as for school assemblies
- Strong links with local clergy who deliver assemblies each Friday

- We hold inter-faith assemblies, this includes classes often delivering them to share their understanding

9.4 Our aims and objectives

- **Investigate more inter-faith trips (using Heritage funding?) and visitors to school (Jacky??)**
- **Look to LA to investigate how to report Religious hate crimes/bullying**

10 Sexual Orientation

10.1 What do we mean by sexual orientation equality?

The school uses the definition as outlined in legislation as sexual orientation meaning a person's sexual orientation towards:

- persons of the same sex
- persons of the opposite sex, or
- persons of either sex

10.2 Our commitment

Nova Primary School is committed to promoting an ethos that safeguards the dignity and well being of everyone and encourages practices that take into account the rights of individuals to be treated with dignity and respect. We will not tolerate any form of discrimination, harassment and victimisation directed at anyone because of their sexual orientation.

The School will combat discrimination faced by lesbians, gay and bisexual (LGB) people. We want to ensure equality of opportunity for LGB people across our curriculum provision, services and employment.

We will respect the rights of individuals to be open about their sexual orientation, tackle homophobia, challenge stereotyping.

The school recognises the need to protect pupils and staff from unlawful discrimination and harassment on grounds of sexual orientation as required by the Equality Act (Sexual Orientation). We are committed to taking a pro-active approach to preventing all forms of homophobia within the school.

We will deal with complaints of discrimination and harassment speedily and according to Local Authority Guidance and notify complainants of the outcome and actions taken.

10.3 Our achievements

- When children have used gender vocabulary to abuse people this has been followed up either on a 1:1 basis or with groups. Persistent issues have been addressed with meetings or even letters home.

10.4 Our aims and objectives

Update school prospectus to cover homophobic bullying. Verbal abuse can be about a person's physical appearance, family, religion or beliefs, race or sex. We will treat verbal abuse in the same way we treat verbal abuse by talking to the offender, contacting parents and informing the LA using their proformas

11 Publishing and raising awareness

We recognise that our Equality, Diversity and Community Policy is a public document that should be available to any interested stakeholder

Specific Duty

Under the Equality Act 2010, we recognise that from April 2012, as a school, we also have a "specific duty" to:

1. Publish sufficient information to demonstrate compliance with the general equality duty every four years, with an action plan review on at least an annual basis.
2. Prepare and publish equality objectives in an accessible manner, to meet one or more aims of the general equality duty

This policy is designed to meet the General and Specific Duties under the Equalities Act 2010 and will be reviewed annually by the School Governors to review and update the plans and objectives contained within. The policy will be available on the School Website www.Novaprimaryschool.co.uk and available on request from the School Office.

11.1 Links with other school policies

School policies that link with this policy include

- Anti Bullying Policy
- Inclusion Policy
- Sex and Relationship
- Collective Worship Policy
- Maternity and Caring Employees Scheme
- Teachers Maternity Scheme

12 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 Head teacher and Governing Body.

If a member of the public feels that they have suffered harassment or been treated unfairly by the school because of their age, disability, gender, gender reassignment, marital status, pregnancy or maternity, race, religion or belief or sexual orientation, they should report this without fail through the School's complaints procedure.

Complaints by staff will be dealt with under the Grievance at Work Policies, as appropriate.