



**Love ~ Respect ~ Shine**

## Equality and Diversity Policy

| Policy approved by  | Approval date                           | Review date |
|---------------------|-----------------------------------------|-------------|
| Full Governing Body | Sept 2020                               | Sept 2021   |
| Full Governing Body | March 2021<br>(changes made & approved) | March 2023  |
| Full Governing Body | Sept 2023                               | Sept 2026   |



## Love • Respect • Shine

At Cheadle Catholic Infant School we **love** and **respect** each other.  
We **love** to learn and let our inner light **shine** brightly in all that we do.

### 1. Context

Cheadle Catholic Infant School serves the parishes of Christ Church, St. Chad's, St. Ann's and St. Vincent's. Representatives from those parishes, the Foundation Governors, are involved in the overall management of the school. The Governing Body also includes three elected Parent Governors and two elected Staff Governors, together with the representatives of the wider community in Stockport.

The governors have a responsibility for the effective management of the school, acting within the framework set by national legislation and by the policies of the local education authority, together with guidance from the Diocesan education authorities.

Cheadle Catholic Infant School is an above average sized Infant School in which the proportion of children known to be eligible for free school meals is below average. Most pupils are of white heritage and speak English as their first language. However, an increasing number of pupils who speak little or no English are joining the school.

The proportion of pupils supported by school action plus or with and educational health care plan is above the national average.

The school provides and manages before and after school care provision for pupils. Cheadle Catholic Infant School has an obligation under the Equality Act of 2010 as both an employer and a school which carries out public function and service.

Compliance with the Public Sector Equality Duty by 31<sup>st</sup> December 2011 is a legal requirement and requires us to integrate and include consideration of Equality into day to day routines at Cheadle Catholic Infant School.

### Background

The Equality Act, which came into force on 1<sup>st</sup> October 2010 replaces the existing anti-discrimination laws with a single Act, this policy therefore brings together our previous policies of Equal Opportunities, Race, Disabilities and Gender and now protects children, staff and parents/carers from discrimination, harassment and victimisation, based on all protected characteristics.

### Protected Characteristics

- Race
- Disability
- Sex
- Religion or belief
- Gender
- Sexual orientation
- Gender Reassignment
- Pregnancy and Maternity

NB Age is now also a protected characteristic but does not apply to children in school but does apply to staff and parents/carers.

## 2. Aims and Values

The aim of this policy is to have due regard to the Equality Act 2010 by:

- Eliminating unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act.
- Advancing equality of opportunity between people who share a protected characteristic and those who do not.
- Fostering good relationships between people who share a protected characteristic and those who do not.

Our school ethos states:

Cheadle Catholic Infant School is a welcoming school where everyone is valued highly and where tolerance, honesty, co-operation and mutual respect for others are fostered. We are committed to the development of the whole person within a supportive, secure and creative environment. A broad, balanced and appropriate curriculum provides equal opportunity for all pupils to maximise their potential regardless of disability, gender re-assignment, pregnancy and maternity, race, religion or belief, gender or sexual orientation. We endeavour to promote positive relationships with parents, governors and members of the wider community.

At Cheadle Catholic Infant School we aim to develop a culture of inclusion and diversity in which all those connected to our school feel proud of their identity and able to participate fully in school life. The achievement of all children will be monitored and we will use data to support children, raise standards and ensure inclusive teaching and learning. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which celebrates respect for all.

At Cheadle Catholic Infant School, diversity is seen as a strength which should be valued by all those who learn, teach and visit here.

At Cheadle Catholic Infant School we seek to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

We aim to:

- Provide a secure environment in which all of our children can flourish and achieve all 5 outcomes of 'Every Child Matters' (be healthy, stay safe, enjoy & achieve, make a positive contribution & enjoy economic well being).
- Provide a learning environment where all individuals see themselves reflected & feel a sense of belonging.
- Prepare children for life in a diverse society in which children are able to see their place in the local, regional, national and international community.
- Include and value the contribution of all families to our understanding of equality & diversity.
- Provide positive, non-stereotyping information about different types of people.
- Plan systematically to improve our understanding & promotion of diversity.

- Make inclusion is a thread which runs through all of our activities.



### 3. To achieve these aims we will:

- Ensure that all pupils have equal access to an appropriate, broad, balanced, relevant and differentiated curriculum.
- Involve stakeholders in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies and procedures.
- Publish and share our policies and impact assessments with the whole community.
- Collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage.
- Use all available information to set suitable learning challenges for all, respond to pupils' diverse needs and overcome any potential barriers to learning.
- Ensure that the wider school curriculum makes explicit and implicit provision to promote and celebrate diversity.
- Have high expectations of behaviour which demonstrates respect to others.
- Ensure that all reasonable adjustments are made to ensure equality of opportunity.
- Identify training requirements in this very important area and allocate school budget funding.

### 4. Strategies to implement the aims of this policy

- All stakeholders at Cheadle Catholic Infant School will be fully involved and consulted about the provision outlined in the Public Sector Equality Duty.
- All teaching staff will be provided with training on identification of discrimination, harassment and victimisation as part of the schools continuing professional development.
- Pupils where appropriate will be asked for their views on implementing the duty and may assist in information gathering. This could be done through circle time sessions or PSHE lessons.

- All pupils will have equal access to a rich, broad, balanced and inclusive curriculum which allows for a range of different learning styles.
- Achievement will be monitored by gender, ethnicity, free school meals and children in the Local Authority care.
- Teaching materials will reflect the diversity of the world, without stereotyping.
- The involvement and support of all parents/carers in their child's education will be sought.
- Opportunities for children to appreciate culture will be provided.
- Children will be encouraged to celebrate the diversity of other cultures.
- The positive achievements of all pupils will be celebrated and recognised.

#### 5. Equal Opportunities For Staff

- We ensure that all recruitment, employment, promotion and training systems are fair to all.
- We are committed to the implementation of equal opportunities principles and the monitoring and promotion of equality in all aspects of staffing.
- All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law.

#### 6. Tackling Discrimination

- All staff are expected to deal with any discriminatory incidents that may occur. They are expected to know how to identify and challenge prejudice and stereotyping, and to support the full range of diverse needs according to a child's individual circumstances.
- Incidents of discrimination should be dealt with by the member of staff present, escalating to a class teacher or member of the senior leadership team as required.
- All racist incidents are reported to the Headteacher who reports them to the LA on a termly basis. (A racist incident is defined by the Stephen Lawrence Inquiry Report (1999) as: "any incident which is perceived to be racist by the victim or any other person").

#### 7. Types of Incident

Types of discriminatory, harassment or bullying incidents that can occur are:

- Physical assault against a person or group because of their colour, ethnicity, nationality, disability, sexual orientation or gender.
- Use of derogatory names, insults or jokes.
- Racist, sexist, homophobic or discriminatory graffiti.
- Provocative behaviour e.g. wearing racist, sexist, homophobic or discriminatory badges of insignia.
- Bringing discriminatory material into school.
- Verbal abuse or threats.
- Incitement of others to discriminate or bully due to a victim's race, disability, gender or sexual orientation.
- Discriminatory comments in the course of discussions.
- Ridicule of an individual for difference e.g. food, music, religion, dress, etc.

## 8. Leadership, Management & Governance

Cheadle Catholic Infant School is committed to:

- Being proactive in promoting good relationships and equality of opportunity across all aspects of school life and the wider community and eliminate any discrimination, harassment or discrimination.
- Encouraging, supporting and enabling all pupils and staff to reach their potential and make a positive contribution.
- Working in partnership with families, the local authority (LA) and the wider community to establish, promote and disseminate inclusive practice and tackle discrimination ensuring that our Equality and Diversity Policy is followed.

### Responsibilities:

The Governing Body

It is the Governing Body's responsibility to:

- Ensure that the school complies with equality legislation.

- Meet requirements to publish measurable equality objectives.
- Ensure that the school's policy and its procedures and strategies are carried out and monitored with appropriate impact assessments informing future plans.
- Scrutinize the recording and reporting procedures at least annually.
- Follow the LA's admissions policy, which is fair and equitable in its treatment of all groups.
- Monitor attendance and take appropriate action where necessary.
- Have equal opportunities in staff recruitment and professional development and membership of the Governing Body.
- Provide information in appropriate, accessible formats.
- Be involved in dealing with serious breaches of the policy.

### The Headteacher

It is the headteacher's responsibility to:

- Implement the policy and its strategies and procedures.
- Ensure that all staff receive appropriate and relevant continuous professional development.
- Actively challenge and take appropriate action in any cases of discriminatory practice.
- Deal with any reported incidents of harassment or bullying in line with LA guidance.
- Ensure that all visitors and contractors are aware of, and comply with, the school's equality and diversity policy.
- Produce a report on progress for governors annually.

### All Staff

It is the responsibility of all staff to:

- Be vigilant in all areas of the school for any type of harassment and bullying.



- Deal effectively with all incidents from overt name-calling to the more subtle forms of victimisation caused by perceived differences.
- Identify and challenge bias and stereotyping within the curriculum and in the school's culture.
- Promote equality, and good relations and not discriminate on the grounds of any protected characteristics.
- Promote an inclusive curriculum and whole school ethos which reflects our diverse society.
- Keep up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources.

#### Breaches of the Policy

All breaches of the policy will be rigorously followed up using the appropriate procedures and reported to the Governing Body and LA as required.