



## Digby Church of England, Dunston St Peter's Church of England & Nocton Community Primary Schools

Executive Headteacher: Mrs Emma Negus-Hill

### **EQUALITY AND DIVERSITY POLICY**

***Our Core Values are: Friendship, Respect and Honesty***

#### **Our Mission:**

The Spire Federation family of small schools is committed to excellence. We hope to inspire all of our pupils to enjoy learning, make outstanding progress and achieve their full potential.

#### **Our Aims:**

- We will provide our pupils with a solid foundation of essential knowledge and skills.
- We will develop our pupils' social, spiritual, moral and cultural values to help them fulfil their potential.
- We will provide the widest possible range of experiences for all of our pupils.
- We will nurture and develop the strong relationships between the schools and their wider communities.
- At Digby and Dunston, as Church of England schools, we believe that every pupil is unique in the sight of God. We aim to provide a Christian environment for every pupil, including opportunities to worship together and with our local communities.

The legal and local framework for this policy is:

Race Relations Act 1976 (as amended in 2000)

Disability Discrimination Act 1995 (as amended in 2005)

Children Act 2004

Equality Act 2006

Education and Inspections Act 2006

Sex Discrimination Act 1986

Special Educational needs and Disability Act 2001

Duty to Promote Community Cohesion, Education and  
Inspections Act 2006

## **Aims and Values.**

The Spires Federation of schools are welcoming schools where everyone is valued highly and 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 age, sex, race, colour, religion or disability. We endeavour to promote positive relationships with parents, governors and members of the wider community. At the Spires Federation we aim to promote equality, tackle any form of discrimination and actively promote harmonious relations in all areas of school life. We seek to remove any barriers to access, participation, progression, attainment and achievement. We take seriously our contribution towards community cohesion.

We aim to:

- provide a secure environment in which all our children can flourish and achieve;
- provide a learning environment where all individuals 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 and diversity;
- provide positive, non-stereotypical information about different groups of people regardless of gender, ethnicity, disability, sexual orientation, religion and age;
- plan systematically to improve our understanding and promotion of diversity;
- actively challenge discrimination and disadvantage;
- make inclusion a thread which runs through all our activities;
- ensure that all are safeguarded and that the safeguarding policy is read in conjunction with this policy.

To achieve these aims we will:

- publish and share our policies on the schools' website
- set suitable learning challenges for all, responding to pupils' diverse needs and overcoming any potential barriers to learning;
- ensure that the wider school curriculum makes provision to promote and celebrate diversity;
- have high expectations of behaviour which demonstrates respect to others (see also Behaviour and Anti- Bullying policies)

## **Leadership and Management**

The Spires Federation leadership team is committed to:

- being proactive in promoting good relationships and equality of opportunity across all aspects of school life and the wider community;
- 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 schools comply with equality legislation;
- ensure that the schools' policies, procedures and strategies are carried out and monitored;
- follow the schools' admissions policies which reflect Lincolnshire County Council's guidelines for admissions policies, 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 Head Teacher

It is the Head Teacher'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;

## All Staff

It is the responsibility of all staff to:

- be vigilant in all areas of the schools 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;
- report all cases of racial harassment to the Head Teacher and write a report on the incident to aid the investigation and for the racial incident file in the Head Teacher's office;
- identify and challenge bias and stereotyping within the curriculum and in the schools' culture;
- promote equality and good relations and not discriminate on grounds of race, gender, religion, age and sexual orientation;
- 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.

## **Admissions**

The schools follow the Local Authority's policy which does not allow sex, race, colour, religion, culture or disability to be used as criteria for refusing admission. All first admissions to the schools must be made through the common application form which is processed through the county offices. (Please refer to the schools' admissions policy.)

## **Curriculum**

All pupils will be given access to the different elements of the curriculum. Dis-application of pupils from any aspect of the curriculum will only be made by the Head Teacher for health and safety or safeguarding reasons, or as the result of outside agencies' professional advice.

We strive to provide for equality of opportunity for boys and girls across all areas of the curriculum and in all school activities during school time and in after school or lunchtime activities.

The development of programmes/topics that make up the long and medium term planning, and the resources chosen, should promote positive attitudes to cultural diversity. Staff responsible for the selection of new fiction and non-fiction material should check that it meets the overarching aims of this policy.

The schools will respect current legislation in respect of the rights of parents who wish to withdraw their children from Collective Worship or Religious Education.

## **Recruitment and Selection**

All permanent or fixed term appointments will be advertised on the County Council website. The County Council standard application forms will be used. Recruitment of the Head Teacher and Deputy Head Teacher will follow this process and will also be advertised nationally. Job descriptions and person specifications will be drawn up and issued with the application form.

During interview, care will be taken to avoid any form of discrimination. Selection will be the best candidate for the position available. The Chairperson of the interviewing panel will ensure that his/her colleagues are aware of the appropriate questions to ask and that all candidates are asked the same interview questions. It is important that all advice on safer recruitment of new staff is followed and that there are questions related to the safeguarding of children.

**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.

**Monitoring and Quality Assurance**

Each pupil's progress is monitored and tracked. The resulting data is analysed in respect of gender, race, ability or additional needs, looked-after status and pupil premium groups.

Our target-setting processes ensure appropriate, challenging targets are set in relation to identifiable groups as well as individual pupils.

**Policy Review.**

This policy will be reviewed every 3 years or earlier if required.

**Signed:**

**Mr A Mitchell**

**Chair of Governors of the Spires Federation Governing Body**

**Date:**