



Oaklands Primary School

Equality & Diversity Policy

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Date of issue:	September 2021
Review date:	September 2024

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1 Vision

Oaklands Primary School is committed to creating a culture in which diversity and equality of opportunity are promoted actively and in which unlawful discrimination is not tolerated. The school recognises the real benefits of having a diverse school community and to this end is working towards building and maintaining an environment which values diversity.

2 Policy Statement

The school believes in the principles of social justice, acknowledges that discrimination affects people in complex ways and is committed to challenge all forms of inequality. To this end, the school aims to ensure that:

- individuals are treated fairly, with dignity and respect regardless of their age, marital status, disability, race, faith, gender, language, social/economical background or being lesbian or gay and any other inappropriate distinction
- it affords all individuals, pupils and employees, the opportunity to fulfil their potential
- it promotes an inclusive and supportive environment for staff, pupils and visitors
- it recognises the varied contributions to the achievement of the school made by individuals from diverse backgrounds and with a wide range of experiences.

3 Scope

This policy applies to all staff, pupils and visitors to the school, together with those contracted to work at or for the school.

4 Aims & Objectives

The aim of this policy is to ensure that in carrying out its activities the school will have due regard to:

- **promoting equality of opportunity**, across all the activities of the school
- **promoting good relations** between people of a diverse background
- **eliminating unlawful discrimination.**

The objectives of this policy are that:

- all staff, pupils and visitors will enjoy a safe environment free from discrimination and harassment/bullying
- all pupils and employees will have equal access to quality services that are made available by the school and outside agencies
- all staff and pupils will have equal access to opportunities for personal, professional or academic development and career, progression and promotion opportunities
- all staff and pupils will be able to participate fully in the work and life of the school community and celebrate its diversity
- staff and pupils at the school will reflect the diversity of talent, experience and skills from the local and national pool from which it draws its pupils and workforce

- all relevant stakeholders, including staff and pupils, will be consulted about school policy, procedures and practices and will be encouraged to contribute to the decision making processes of the school.

5 Implementation of The Policy

The successful implementation of all strands of this policy relies on the mainstreaming of equality and diversity issues within the strategic planning process. This will be achieved through the implementation of the School Development Plan (SDP), which in turn, will be supported by action plans for each curriculum subject, and other whole-school action plans, e.g. teaching and learning.

6 Responsibilities

The Governing Body (GB) is responsible for ensuring the school meets its legal obligations in respect of legislation relating to equal opportunities.

The Resources Committee, in conjunction with the Headteacher, is responsible for ensuring that procedures relating to staff recruitment, selection, career development, discipline and grievance are carried out in accordance with the Equality and Diversity Policy.

The School Improvement Committee, in conjunction with the Headteacher, is responsible for ensuring that all policies relating to the pupil experience are carried out in accordance with the Equality Policy.

The Senior Leadership Team (SLT) is responsible for ensuring the strategic development, implementation and review of the Equality and Diversity Policy and progress on the implementation of the SIP and other action plans.

The Headteacher (HT) is responsible for working with the GB and SLT to ensure that the school's Equality and Diversity Policy, and related action plans, are implemented effectively. The HT will provide a range of equality and diversity training to meet the strategic needs of the school as exemplified in the SDP. Also, that appropriate action is taken against individuals on school premises who do not act in accordance with the policy.

Subject Coordinators are responsible for:

- fostering a culture in which compliance with this policy is regarded as integral to their subject and in which equality and diversity issues are actively promoted
- producing and implementing subject action plans
- ensuring staff and pupils are encouraged, supported and enabled to reach their full potential
- identifying appropriate staff development for themselves and other staff to meet the needs of their respective subject.

Individual members of the school are responsible for:

- supporting and implementing the aims of this policy
- promoting equality of opportunity
- contributing to an environment free of fear or intimidation and which celebrates diversity
- ensuring that their behaviour and actions do not amount to discrimination, harassment, bullying or victimisation in any way.

7 Breach of the Policy

The school will take seriously any instances of non-adherence to the Equality and Diversity policy by pupils, staff or visitors. Any instances of non-adherence will be investigated and where appropriate will be considered under the relevant disciplinary policy for staff or pupils. With regard to any breach of the policy by visitors, the school will take appropriate action in relation to the nature of the incident.

8 Monitoring & Review

The Governing Body will monitor performance against the Equality and Diversity Policy objectives annually.

The school will seek to assess the impact of its policies on staff and pupils to ensure that real improvements are being made in tackling discrimination and promoting diversity.

The school will share information on its achievements and areas for further improvement, by publishing as appropriate, the results of the impact assessments, the data obtained and the actions taken to address the issues identified.

This policy will be reviewed as part of the Equality and Diversity Scheme every three years.