

Berridge Primary & Nursery School



Equality and Diversity Policy

2023-2027

Agreed by Governors: September 2023

1. Introduction

- 1.1 At Berridge 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 **Principle 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 **Principle 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 **Principle 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 **Principle 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 **Principle 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 **Principle 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 **Principle 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/belief or none, 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 See the school's equality objectives and actions in appendix 1. At Berridge, we have identified the key priorities, informed by qualitative and quantitative analysis.
- 3.2 Schools can obtain further support and information from the City Council's Equality and Community Relations Team equalityanddiversityteam@nottinghamcity.gov.uk or telephone 0115 876 2747.

3.2.1 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.

3.2.2 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.

3.2.3 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 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

3.3 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 **2023-27** are:

- **To eliminate discrimination, harassment and victimisation** we will continue to oppose all forms of prejudice, including, racism, antisemitism, 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 the diversity of others.

which we will publish **every 4 years** alongside our policy with copies available on request in a variety of languages and formats. Appendix 1 identifies our Equality Objectives alongside our action plan and monitoring which will be reviewed on a regular basis and reported at termly meetings of the full governing body.

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, Mrs Michelle Dennis, 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

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 2024

Signed: Chair of Governors.....Headteacher.....

Date:

Action Plan

Equality Objective No 1 To eliminate discrimination, harassment and victimisation - we will continue to oppose all forms of prejudice, including, racism, antisemitism, Islamophobia, homophobia, transphobia, misogyny, biphobia, sexism, ageism and disability		
OUTCOMES		MEASURED BY
Discrimination and name calling of identified groups of children is reduced		- Pupil voice - Parent voice (questionnaires annually) - Log of incidents
Activity	Lead	Progress Milestones
To ensure that displays in classrooms and corridors promote diversity in terms of race, gender and disability.	Phase Leader	More diversity reflected in school displays and materials for lessons across all year groups
To identify, respond and report racist, misogynist, homophobic etc. incidents – use log of incidents To report the figures to the Governing body on a termly basis.	Head Teacher /DHT Governors Staff – to talk to children about the British Value of Respect and Tolerance	Staff, parents and pupils are happy with the effectiveness of response given to incidents Staff followed guidance consistently and effectively as is outline in our behaviour policy Governors are informed regularly of any recorded incidents regarding the equality groups.
To ensure opportunities arranged within school have an appropriate balance between girls and boys particularly in sporting events	Sam Crowe SLT	To ensure opportunities arranged within school have an appropriate balance between girls and boys particularly in sporting events and roles of responsibility around school

Equality Objective No. 2

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.

OUTCOMES		MEASURED BY
- Pupils from all groups attain well and make at least expected progress from their individual starting points - Outcomes for disadvantaged pupils match or exceed other pupils nationally - Outcomes for LAC and post LAC pupils continue to improve and any attainment gaps are closed. - Pupils individual needs are addressed, particularly those most vulnerable including disadvantaged, SEND, LAC		- Outcomes for each identified vulnerable groups in each year group - Outcomes at the end of Foundation Stage, KS1 and KS2 - Progress of SEND pupils working below their key stage
Activity	Lead	Progress Milestones
Monitor pupil outcomes across the school and alert individual teachers, year groups and school leaders where potential under-performance is identified	Head Teacher Deputy Head Teacher Phase Leaders SENDCO	Termly assessments HT report to Governors
To monitor and analyse pupil achievement and progress by race, gender and disability and act upon any trends or patterns in data which require additional support or intervention	Head Teacher Deputy Head Teacher Phase Leaders	Pupil achievement and progress for equality groups and vulnerable groups is in line with national, and where there are gaps these are narrowed through effective monitoring and intervention.
Ensure the curriculum reflects our diverse community and that children can 'see themselves' within it	Curriculum Lead Phase Leaders	Pupil achievement and progress in Curriculum Milestones for equality groups and vulnerable groups is in line with the rest of the school
To ensure all pupils are given the opportunity to make a positive contribution to the life of the school.	SLT	All school events and pupil roles of responsibility have pupils from all groups participating, with monitoring of groups where there is less take up.

Equality Objective No. 3		
to foster good relations we want to provide more opportunities for pupils to appreciate their own culture and celebrate the diversity of others		
OUTCOMES		MEASURED BY
- All pupils feel that their cultural heritage is acknowledged and valued - Addressing issues which have had a negative impact on people of different cultural backgrounds		- Pupil voice - Reflected in day to day life in school - Coverage in curriculum – Monitoring Book Looks - Drop-ins
Activity	Lead	Progress Milestones
Increase pupil awareness and understanding of different communities and their own heritage-including a Heritage Day	RE Leader PSHE Leader	Children's talk of understanding the local and global community
Carefully consider taught topics to ensure a cultural balance	Curriculum Lead Curriculum subject leaders	Long Term Curriculum plan revised to reflect Berridge's diverse community. Topics and activities which promote diversity and cultural awareness. Book Looks reflect our promotion of diversity across the curriculum
Berridge's Golden Thread of 'People and Places' runs throughout our curriculum	Curriculum Lead Curriculum subject leaders	Long Term Curriculum plan revised to reflect Berridge's diverse community. Topics and activities which promote diversity and cultural awareness through the study of People and Places Book Looks reflect our promotion of diversity across the curriculum Children talk confidently about or Golden thread of People and Places

