



## **Rettendon Primary School**

### **Equality and Diversity Inclusion Policy**

*(Including key aspects of the last policy on Equal Opportunities and Disability Discrimination)*

#### **Introduction**

The policy takes into account the updated approach to equality by the UK Government as outlined in the *Single Equality Act (2010)*, which requires us to:

- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Foster good relations between people who share a protected characteristic and those who do not.

This policy outlines our commitment across all operations of the school. Internally we are creating an inclusive working, researching and educating environment where differences are valued and equality of opportunity is advanced. Externally our focus is on continuing to deliver a fair service to our pupils and visitors by meeting the changing needs of global diverse communities.

#### **2. Equality Statement**

Rettendon School is fully committed to respect and fair treatment for everyone, eliminating discrimination and actively promoting equality of opportunity and delivering fairness to all. In addition to being compliant with the equality laws, public duties, and Human Rights Acts (Universal and European), the school also supports diversity and promotes equality of opportunity for all staff, students and visitors regardless of their:

- Protected Characteristic (Single Equality Act):
  - Age
  - Disability
  - Gender Reassignment
  - Marriage and Civil partnership
  - Pregnancy and Maternity (including Paternity)
  - Race (colour, ethnic or national background)
  - Religion or Belief (including non-belief)
  - Sex/Gender
  - Sexual Orientation
- Caring responsibilities for a 'Protected Characteristic' including dependants
- Socio-economic background/grouping
- Union activity
- Unrelated spent criminal convictions

The Equality & Diversity Inclusion Policy outlines the responsibility for promoting inclusive environments, which are free from discrimination for our staff; students; and anyone associated with the school (e.g. visitors, contractors and service providers).

### **3. Commitment to Equality**

The School aims to ensure that equality is embedded into all its functions, operations and activities. Initiatives to support the embedding process are facilitated by the Headteacher, staff and Governors.

### **4. Assessing the Equality of Opportunity and Fairness**

Equality Impact Assessments (EIAs) are methods of self-assessment or auditing, which result in a detailed indicator of the School's performance with the *Single Equality Act* and the *Scottish Public Sector Equality Duty*. The School is committed to promoting and monitoring fairness and equality of opportunity through the conducting of EIAs.

### **5. Responsibilities and commitment**

Each individual is responsible for their own behaviour and must accept the principle that there is equality of opportunity and fairness for all staff and students and anyone associated with the School (e.g. visitors, contractors and service providers), in all aspects of School life.

Individuals must ensure they do not support unfair behaviour by ignoring what is happening around them and must not incite or collude with unfair or unlawful discrimination.

The law stipulates that, any member of the School community found to be responsible for inciting, perpetrating or colluding with discrimination or harassment may face disciplinary action.

All staff, students and anyone associated with the School, have a responsibility to adhere to this statement and apply it in their day to day work. The specific responsibilities in relation to this statement are as follows:

1. The Governing Body, as the employer, is ultimately responsible for ensuring that the School fulfils its legal responsibilities for promoting equality and eliminating discrimination, and for making sure that the commitments within this statement are fulfilled.
2. The Headteacher, having the overall delegated leadership for running the School, has the responsibility to ensure that the legal responsibilities for promoting equality and eliminating discrimination, and for making sure that the commitments within this statement are fulfilled across the School.
3. The staff are responsible for implementation of this statement with respect to staff and also for implementing related policies and procedures.

### **6. Monitoring**

Monitoring will be essential to ensure that the School's *Equality Statement* is working effectively. In order to achieve this, the School will monitor annually and publish details (via the headteacher's reports) of how the school promotes equality and diversity.

The School guarantees that information gathered for the purposes of monitoring will be used only for monitoring and to improve its equality performance and will be held and processed in accordance with the Data Protection Act (1998).

## **7. Complaints of Discrimination or Harassment**

1. If a member of staff feels that they have been discriminated against, the complaint should be raised in accordance with the appropriate School *Grievance Procedure*.
2. If a student feels that they have been discriminated against, the complaint should be raised in accordance with the School's *Code of Practice on Complaints, Appeals and Discipline*.
3. If a member of staff or student feels that they are being bullied or harassed, the complaint should be raised in accordance with the School's *Harassment and Bullying at Work Policy*.

## **8. Review 2015**

Mrs Barber