

# Equality and Diversity Policy



## Equal Opportunities Policy (including EYFS)

Through this Equal opportunities policy, Lucton School carries out the legal duty of complying with the relevant legislation (The Equality Act 2010 and its precursors: The Sex Discrimination Act, Race Relations Act, Disability Discrimination Act and Employment Equality Regulations). Lucton School recognises its responsibility to act proactively in preventing discrimination of any kind and acting

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upon any complaints about discrimination promptly (complaints may be dealt with under the grievance or disciplinary procedures).

### **Equal opportunities statement of principle**

Discrimination on the basis of academic ability, physical ability, or disability, creed, colour, culture, gender, origin, race, religion or belief, domestic background, grounds of age, gender reassignment, marriage and civil partnership, sex and sexual orientation, is unacceptable in our school.

Every person in school will contribute towards a happy and caring environment by showing respect for and appreciation of each other, as individuals.

An objective for the School will be to educate, develop and prepare children, whatever their ability or disability, background, creed, culture, colour, gender, origin, race, religion or belief, for life. We give due attention for issues related to pupils with special educational needs or disabilities, and make reasonable adjustments for those with such difficulties.

### **Racial equality statements of principle**

We are committed to combating racial discrimination and racial harassment by challenging stereotyping and prejudice whenever it occurs. The School is ethnically diverse and we celebrate the cultural diversity of our community and show respect for all minority groups. We endeavour to make the School a welcoming place for all ethnic and national groups represented in the community. The school makes every effort to ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.

### **Aims of the policy**

- To reinforce the school's position as a provider of high quality education and as a good employer providing development opportunities;
- To develop the children's awareness of the diversity of the society in which we live.
- To equip pupils in developing a positive attitude towards a pluralistic society and support British Values.
- To ensure that pupils and staff contribute towards a happy and caring environment by showing respect for, and appreciation of, one another as individuals;
- To ensure all staff work together with a shared sense of purpose to meet the needs of every pupil;
- To ensure that equality remains high on the school's strategic agenda;
- We underpin our aims through use of the School's Personal and Moral values: as seen at the bottom of this page.

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## **Policy and planning**

Equal opportunities implications, including race equality, will be considered and recorded whenever school policies are developed or reviewed. All policies will be regularly reviewed to provide a comprehensive and consistent process of monitoring and evaluation. The diversity of the pupil and staff population will be monitored and reported to governors.

## **Employment matters**

Appointments: in all staff appointments the best candidate will be appointed based on strict professional criteria. The school is a family-friendly employer and will do its best to respond to the changing needs of all staff by publicising existing schemes designed to support employees in combining work and other responsibilities (parental leave arrangements, job share opportunities, flexitime where appropriate, carers' leave provision). All recruitment will pay due regard for equality of opportunity and avoid any discriminatory processes.

## **Leadership, Management and Governance**

The whole School will be proactive in promoting racial equality, good race relations and in tackling unlawful discrimination. This will be achieved through the intercultural dimensions planned into school assemblies and lesson planning, through the school ethos in action, and through the wider curriculum planned. We will create an environment which respects and values cultural, linguistic and religious differences

The Headteacher and staff recognise their responsibilities under the Equalities Act 2010 to eliminate discrimination and to promote good race relations. All staff are responsible for implementing the policy; and the senior Management team will monitor and ensure that all staff are aware of their responsibilities, are given appropriate training and support, and for taking appropriate action in any case of unlawful discrimination.

The Deputy Heads and Heads of the Prep School, Boarding and Nursery will monitor and deal with reported incidents of racism and harassment amongst pupils.

All staff are expected to challenge, report and deal with racist incidents that may occur. Staff need to identify and challenge cultural bias and stereotyping; to support pupils in their class for whom English is an Additional Language and to incorporate principles of equality and diversity into all aspects of their work.

Visitors and contractors will be made aware of and expected to comply with the school's equal opportunities and race equality policy.

## **Policy planning and review**

We will ensure that the principles and procedures above feature in all policies and practices.

## **Implementing the policy**

We will ensure the implementation of the policy through:

- Monitoring.
- Liaison with staff, pupils and parents/carers on a regular basis.
- Action Planning for improving fairness to all.

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- Awareness. All policies and plans will be reviewed in light of equal opportunities. Staff will regularly receive training and reminded of the importance of equal opportunities.
- Any member of staff or pupil who feels they have been discriminated against will be supported, including offering counselling or access to support agencies if required.

### **Monitoring and evaluation**

The Senior leadership team when organising School self reviews and policy reviews will include race equality impact questions and be used to inform planning and decision making. The results of this review will be reported to Governors.

Policy written by DSL, August 2020

Date for Review August 2021.