



Linthorpe Community Primary School

Everyone is equal, everyone is different, everyone is welcome and everyone achieves their best.

Equality and Diversity Policy

	Term	Year
Last Review Date/Policy Adopted	Spring	2024
Next Review Date	Spring	2025
Lead	Mrs Mitchell	

This school is an academy within The Legacy Learning Trust.



Equality and Diversity Policy

Introduction

Promoting equality means treating people fairly, valuing differences and removing barriers that prevent people from fully participating in everyday life and realising their full potential. At Linthorpe Community Primary School our whole school ethos is based on valuing and respecting every individual. We aim to provide a safe, secure and happy environment which is free from bullying, harassment and prejudice to enable everyone to reach their full potential. We are committed to providing social inclusion and equality of opportunity for all.

Legal responsibilities

Linthorpe Community Primary School will meet all of its Legal Duties in respect of equality and diversity. The key pieces of legislation are:

[The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination

[The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

Under the Public Sector Equality Duty (PSED) Linthorpe Community Primary School must have due regard to the need to:

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

Having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic;
- Taking steps to meet the particular needs of people who have a particular characteristic;
- Encouraging people who have a particular characteristic to participate fully in any activities;
- Tackling prejudice and promoting understanding between different communities.

Who does the Equality Policy protect?

This Equality Policy has taken the legal requirements placed upon public bodies straight from the Equality Act 2010. The Act protects people on the grounds of specified “protected characteristics” listed below:

- Age
- Gender
- Race or ethnicity
- Disability
- Religion, belief or faith
- Sexual orientation
- Gender reassignment (transgender)
- Pregnancy and maternity/paternity leave (including adoptive parents) • Marital status or civil partnership

Aims and objectives

As a result of this policy we will:

- Ensure that all members of the school community feel safe, secure and happy;
- Ensure that all children have equal access to a rich, balanced and relevant curriculum;
- Ensure that equality of access to all aspects of school life exists for everyone;
- Actively develop the self-esteem and the self-respect of all members of the school community;
- Promote community cohesion by fostering positive relations between all groups;
- Ensure that educational provision is relevant and accessible to our increasingly diverse society;
- Actively challenge all forms of bullying, harassment, prejudice and stereotyping;
- Ensure that the curriculum actively promotes equality of opportunity regardless of age, disability, gender, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion, socio-economic background and sexual orientation;
- Actively engage the support and the commitment of the whole school community in achieving the above aims;
- Ensure that this policy is applied to all we do.

Good Practice

- We strive to achieve a cohesive community and expect that children respect one another and behave with respect towards one another, and that their parents feel fully engaged and supported by our school.
- We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.
- We fully support and embrace the UN Convention on the Rights of the Child which underpins our curriculum.

- We also support the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.
- Through our policies and actions, we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.
- We consider it prudent and sensible to maintain the practice of logging discriminatory incidents and reporting them as necessary. We monitor and log incidents that discriminate against children or adults in our school with protected characteristics including racist or homophobic bullying using our CPOMS safeguarding system. We also monitor and log bullying incidents, sexual harassment and behavioural concerns.

Strategies

- Monitoring, evaluation and review carried out by the Senior Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy.
- Parents and governors will be involved and consulted about the provision being offered by the school.
- Teachers will ensure that all teaching and learning takes account of this policy.
- The diversity within our school and the wider community will be viewed positively by all.
- Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.
- Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.
- Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.
- The positive achievements of all pupils will be celebrated and recognised.

Outcomes

This policy plays an important part in the educational development of individual pupils. It will ensure that all pupils are treated equally. We will make all reasonable adjustments to promote equal opportunity and equal treatment of all members of the school community. We are committed to meeting the individual needs of each child and will take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Equality Act 2010.

Equality Objectives

The Equality Act 2010 requires schools to publish specific and measurable equality objectives and these are based on our analysis of data and other evidence.

Our equality objectives focus on those areas where we have agreed to act to improve equality and tackle disadvantage. We will regularly review the progress we are making to meet our equality objectives.

LCPS Equality Objectives this academic year:

1. *High achievement for all pupils*, but a strong ambition for those who are vulnerable or have one or more protected characteristic to outperform national comparators
2. *A model of equity* whereby those pupils who are vulnerable and/or have one or more protected characteristic have priority access to NC+ clubs and trips and actively engage in 2 or more clubs across the academic year as a result

Monitoring and review

This policy is monitored on a day-to-day basis by the Headteacher, who reports to the Local Governing Body about advancing equality and the effectiveness of this policy upon request, as well as termly data captures and analysis.