



# St Nicholas CEVC Primary School

## Child Equality, Equity, Diversity and Inclusion Policy

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## Statement of intent

St Nicholas CEVC Primary school understands that, under the Equality Act 2010, all schools have a duty to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality between different groups.
- Foster good relations between different groups.
- Promote mental health and wellbeing.

Our school's overall values are underpinned by our statutory duties under the Equality Act 2010. We are dedicated to ensuring that every child receives an education that offers them the best chance at fulfilling their potential, and to promoting mental wellbeing amongst our children. We are committed to supporting and celebrating all children's individual identities. We have developed this policy to provide a clear framework for how we will achieve our school's aims.

To achieve our aims, we will adopt the following methods:

- Embedding equality within teaching and resources
- Using key data indicators to understand the needs and characteristics of our school
- Promoting community cohesion
- Promoting parental engagement
- Investing in regular staff training
- Using key data, such as measures of wellbeing, to monitor the progress of children with protected characteristics
- Regularly reviewing our policy to ensure it reflects current trends and issues

## 1. Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Human Rights Act 1998
- The Equality Act 2010
- UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to statutory and good practice guidance, including, but not limited to, the following:

- DfE (2014) 'The Equality Act and schools'
- DfE (2018) 'Promoting the education of looked after children and previously looked after children'
- DfE (2018) 'Gender separation in mixed schools'
- DfE (2018) 'Equality Act 2010: advice for schools'
- DfE (2018) 'Mental health and wellbeing provision in schools'

This policy operates in conjunction with the following school policies:

- Special Educational Needs and Disabilities (SEND) Policy
- Supporting Childs with Medical Conditions Policy
- Attendance and Absence Policy
- PSHRE Policy
- Admissions Policy
- LAC Policy
- Anti-bullying Policy
- Child Protection and Safeguarding Policy
- Complaints Procedures Policy

## 2. Roles and responsibilities

The governing body will:

- Be responsible for ensuring the school complies with the appropriate equality legislation and regulations.
- Take all reasonable steps to ensure children will not be discriminated against, harassed or victimised in relation to:
  - Admissions.
  - The way the school provides and education for children.
  - How children are provided with access to benefits, facilities and services.
  - The exclusion of a child or subjecting them to any other detriment.
- Ensure all policies are developed and implemented with appropriate equality impact assessments informing future plans in collaboration with the Head Teacher.
- **Our Child Equality, Equity, Diversity and Inclusion Governor is Mrs P Jennings.**

The Head Teacher will:

- Implement and champion this policy, ensuring that all staff and children apply its guidelines fairly in all situations.
- Conduct regular training sessions to ensure all members of staff are aware of their responsibilities, as well as to develop their skills and knowledge.
- Review and amend this policy, taking into account new legislation and government guidance, and previously reported incidents, in order to improve procedures.
- Ensure that appropriate counselling is made available for children who require immediate interventions, parental assistance and personal counselling.

Staff will:

- Be alert to the possible harassment of children, both inside and outside of the school, and to deal with incidents of harassment and/or discrimination as the highest priority.
- Carry out their statutory duties relating to equal opportunities and inclusivity, and pertaining to their specific roles.
- Have due regard to the sensitivities of all children, and not provide material that may cause offence.
- Act as a role model for equality, diversity and inclusion across the whole school community.

### **3. Protected characteristics**

Staff will not discriminate against, harass or victimise a child, or prospective child, because of their:

- Sex.
- Race.
- Disability, which includes mental health, encompassing prejudiced assumptions, attitudes or behaviours related to mental health.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.

Staff will not discriminate against a child because of a characteristic related to a person, such as a parent, with whom the child is associated.

Staff will not discriminate against a child because of a characteristic which they are believed to have, even if the belief is mistaken.

## **4. Sex**

For the purpose of this policy, sex refers a child's biological assignment at birth depending on their reproductive organs. Our school understands that some children identify as a gender different to the sex they were assigned at birth, and we will support children through their transitioning phases.

Staff will ensure that children of one sex are not singled out for different or less favourable treatment from that given to children of other sexes.

Our school will only separate children by sex where there is reasonable justification for doing so, or if one of the following applies:

- Child will suffer a disadvantage connected to their sex
- One sex has needs that are different from the needs of the other sex
- Participation in an activity by child of one sex is disproportionately low

Our school will consider non-statutory exceptions on a case-by-case basis, and regularly review the impact of any separation to ascertain whether it remains lawful.

Children will be offered equal opportunities to undertake any activity in the school, e.g. in relation to technology lessons, all children will be allowed to choose which skills they learn.

Children's age and stage of development will be taken into consideration before segregating sports teams. Both sexes will have equal opportunities to participate in comparable sporting activities; where separation is deemed necessary, the single-sex sports teams will receive the same quality and amount of resources.

## **5. Race and ethnicity**

Staff will ensure that children of all races and ethnicities are not singled out for different and less favourable treatment from that given to other children and the school will regularly review its practices to ensure that they are fair.

Staff will ensure children with EAL are treated equally and fairly, while ensuring they are supported at all times.

Our school will not segregate children on the basis of their race or ethnicity, understanding that claims of 'separate but equal' will not be tolerated, and that such actions will always be viewed as direct discrimination.

## **6. Disability**

Staff will ensure that children with disabilities are not singled out or treated less favourably than other children simply because they have a disability, which includes any mental health issue, regularly reviewing our school practices to ensure they are fair.

Our school will avoid implementing rules that could have an adverse effect on children with disabilities (e.g. by making physical fitness a basis for admission, or asking all children to deliver a presentation, as this could be unfair towards children with anxiety), unless it is for a legitimate reason and is a proportionate way of achieving that legitimate aim.

Staff will ensure that they do not discriminate against children with disabilities because of something which is a consequence of their disability (for example, by not allowing a child on crutches outside at break time because it would take too long for them to get in and out), unless it is for a legitimate reason and is a proportionate way of achieving that legitimate aim.

Our school will make any reasonable adjustments, and provide any auxiliary aids, necessary to ensure the full inclusion of children with disabilities, especially where the child also has SEND but does not have a SEND statement or EHC plan.

Our school will meet its duty to undertake accessibility planning for children with disabilities and ensure that an Accessibility Plan is implemented and reviewed where necessary.

Our school will adhere to its Special Educational Needs and Disabilities (SEND) Policy containing further information addressing equal opportunities for child with SEND.

## **7. Religion and belief**

Staff will ensure that children are not singled out or treated less favourably because of their religion or belief.

Our school will ensure that children are provided with the appropriate space in which they can practice their faith, e.g. to perform their daily prayers.

Absences in relation to religious observances will be handled in accordance with the school's Attendance and Absence Policy.

Our school will liaise with local religious leaders of all faiths to inform the amount of leave children will be granted in relation to religious observance.

## **8. Sexual orientation**

Staff will ensure that all gay, lesbian and bisexual children, or the children of gay, lesbian or bisexual parents, are not singled out for different or less favourable treatment from that given to other children.

Our school will ensure that children are taught about the nature of marriage, including same-sex marriage, by presenting the facts of English law – teachers will not offer personal opinions when discussing marriage in PHSRE. The school will educate children on positive relationships, families and gender identities within the LGBTQ+ community. PSHRE lessons will be taught in accordance with the school's policy.

Staff will ensure that any religious beliefs with regards to sexual orientation are taught to children in an educational context, in a manner that is not prejudicial or discriminatory.

Staff will support LGBTQ+ children to feel comfortable and ensure that there is a designated safe space where children can discuss issues of sexual orientation without fear of discrimination.

## **9. Gender reassignment**

Staff will ensure that children are not singled out or treated less favourably in relation to gender reassignment, i.e. because they are trans or have trans parents, siblings or other family members. Our school recognises that gender reassignment does not necessarily involve physical change, and can be solely social and emotional.

Children will have the right to dress in accordance with their true gender identity within the constraints of our dress code, outlined in our School Uniform Policy.

Our school will ensure that there are suitable toilet facilities for children to use, including:

- Gender-specific toilets
- Private toilets.

The facilities will be made available to all children and children can use the facility they feel most comfortable in, e.g. if a trans child wished to use a private toilet.

Our school will support trans children to feel comfortable and ensure that there is a designated safe space within the school where trans children can discuss issues of gender without fear of discrimination.

## **10. Looked-after children (LAC)**

LAC and previously LAC (PLAC) will be given the highest priority for admissions, as per the requirements of our Admissions Policy.

Staff will ensure that children are not singled out or treated less favourably because they are looked after, or have previously been looked after, by the state.

A personal education plan will be created and implemented for all LAC and PLAC, to ensure that their education and development needs are fully covered, including appropriate transition and catch-up support to ensure that they do not fall behind.

Staff will ensure that any SEND that LAC or PLAC have are duly taken into account and addressed, whether this is with or without a SEND statement or EHC plan.

Our school will adhere to its LAC Policy containing further information addressing equal opportunities for LAC.

## **11. The curriculum**

Children will be exposed to thoughts and ideas of all kinds, and the school will not make any unjustified changes to curriculum content on the grounds of any protected characteristics that a child may have. Our school will ensure, however, that the curriculum is as balanced as possible, and delivered in such a way that prevents discrimination and the promotion of prejudicial stereotypes.

Our school will respect the right of parents to withdraw their child from sex education.

## **12. Promoting inclusion**

Our school will promote inclusion and equality at our school through:

- Ensuring that children are called by their preferred names, which may be different from their legal names, taking into account the correct spelling, structure and pronunciation.
- Ensuring, as far as possible, that our governing body and staff reflect the full diversity of our local community.
- Providing an environment where prejudiced assumptions, attitudes and behaviours are continually challenged.
- Instilling in children, an awareness of prejudice, giving them confidence that it can, and must, be eradicated.
- Providing a variety of educational and residential visits that expose children to a wide range of cultural experiences.
- Ensuring equal access to opportunities, such as extracurricular activities and the curriculum.
- Taking care in the use of language and the choice of resources, so that teaching and non-teaching staff avoid reinforcing stereotypical views of society.
- Valuing the cultural experiences and contributions of all children regardless of any protected characteristic that they may have.
- Communicating our policy to parents to gain their understanding, agreement and support for its provisions.
- Discussing equality issues as an agenda item for the school council.
- Promoting equality of opportunity within the wider society.
- Ensuring admission arrangements will not unfairly disadvantage a child from a particular social or racial group, or with SEND.

## **13. Children that have left our school**

Our school's responsibility to not discriminate, harass or victimise will not end when a child has left school. It will continue to apply with regard to subsequent actions related to our previous relationship with the child, such as the provision of references.

## **14. The Public Sector Equality Duty**

Our school will meet its duty to publish:

- Annual information to demonstrate how our school is complying with the Public Sector Equality Duty, taking into account the specific circumstances surrounding children who have any of the protected characteristics outlined in the Protected characteristics section of this policy.
- Equality objectives (at least every four years) outlining how the school may further equality.

There are some protected characteristics where statistical data is less likely to be readily available, and children will not be pressured into providing information related to any characteristic which they may identify with.

## **15. Bullying and discrimination**

Our Anti-bullying Policy will be used in conjunction with this policy in order to prevent, and effectively deal with, any discriminatory incidents.

Any bullying incidents of a child protection or safeguarding nature will be reported, recorded and dealt with in line with the process in our Child Protection and Safeguarding Policy.

The Head Teacher will decide whether it is appropriate to notify social services and/or the police of any incident.

Concerns with regards to the handling of bullying and discrimination incidents will be dealt with via the procedures outlined in the Complaints Procedures Policy.

## **16. Staff training**

New staff will receive relevant training on the provisions of this policy during their induction.

Whole-school staff training for will be delivered in-house on a yearly basis and updated as and when appropriate.

Staff will receive the appropriate equalities training that will:

- Focus on staff specialisms in relation to equality, for example, a focus on homophobic bullying to address a planned approach towards inclusion.
- Ensure all staff are aware of, and comply with, current equalities legislation and government recommendations.
- Ensure all staff are aware of their responsibilities and how they can support children with protected characteristics.
- Provide support for teachers to effectively manage any discrimination towards children with protected characteristics.

- Provide up-to-date information on the terms, concepts and current understandings relating to each of the protected characteristics.
- Develop appropriate strategies for communication between parents, educators and children about any issues related to a protected characteristic.
- Ensure that the school is aware of, and participates in, relevant awareness days, such as Black History Month, World Disability Day and International Women's Day.

## **17. Monitoring and review**

This policy will be reviewed by the Head Teacher and governing body annually and updated where appropriate – any amendments will be duly communicated to staff.

This policy will next be reviewed October 2025.