

**Nelson Infant**



**School**

## **Equality & Community Cohesion Policy**

<b>Formally adopted by the Governing Body</b>	<b>Nelson Infant School</b>
<b>On:-</b>	<b>23/01/2018</b>
<b>Chair of Governors</b>	<b>Sheila Wigg</b>
<b>Last updated:-</b>	<b>20/01/2018</b>

## Equality & Community Cohesion Policy

This Equality & Community Cohesion Scheme brings together the school's approach for promoting equality in our policies and procedures and, most importantly in our day-to-day practices and interactions with the whole school community.

Our scheme includes our whole school – pupils, staff, governors, parents and carers and all those within our extended school community.

We acknowledge that it is very important for us all to work together in achieving our aim of being inclusive and accessible in order to provide high quality learning experiences for our children and young people. We place the UN Rights of the Child at the heart of the school vision and values and are recognised as a UNICEF Rights Respecting School. The school is also a recognised as a Healthy Norfolk School.

- We strive to make the best possible provision for all pupils/students, regardless of disability, ethnicity, culture, religious belief, national origin or status, gender or sexual orientation.
- We respect diversity. We know that treating people equally is not simply a matter of treating everyone the same. We adopt the Norfolk Inclusion Statement's view that inclusion is: "The process of taking necessary steps to ensure that every young person is given an equality of opportunity to develop socially, to learn and to enjoy community life." This means that we do our best to make reasonable adjustments for disability, recognise and celebrate cultural differences, and understand the different needs and experiences of boys and girls.
- We know that equality is not simply about protecting the potentially vulnerable. We believe that all children are disadvantaged by the holding of prejudicial views, and seek to promote good relationships between all groups, and positive attitudes towards disabled people, people from different ethnic or cultural groups or faith backgrounds and people of different gender or sexual orientation.
- We value staff for their ability and potential to help us make the best possible provision for the children in our school, regardless of disability, ethnicity, culture, religious belief, national origin, gender or sexual orientation.
- We are proactive in our efforts to identify and minimise existing barriers or inequalities.
- We seek the views of all groups affected by the policies and work of our school, and try to involve them in policy review.
- We recognise our role in promoting community cohesion, and actively encourage the participation of all learners in our school in community activities .

Nelson Infant School applies its equality statement to staff recruitment, CPD and partnership with parent/carers and the wider community.

The school is well regarded within the community and has strong links with a range of organisations including city children's centre, traveller education, children's services, Leeway women's refuge and other lifelong learning providers.

## Meeting our duties

**Race equality** The general duty to promote race equality means that we must have due regard to: 1. Eliminate unlawful racial discrimination 2. Promote equality of opportunity 3. Promote good relations between people of different racial groups. The school follows the guidance given by Norfolk County Council Children's Services on the reporting of racist incidents. All incidents that might be considered racist should be reported to the Headteacher immediately. NB. The McPherson Report states that if an incident is perceived as a racist incident, then it is deemed as such.

**Disability equality** The general duty to promote disability equality is owed to all disabled people which means that we must have due regard to: 1. Promote equality of opportunity between disabled people and other people 2. Eliminate unlawful discrimination 3. Eliminate disability related harassment 4. Promote positive attitudes towards disabled people 5. Encourage participation by disabled people in public life

**Accessibility** There is specific disability legislation in relation to disabled pupils and accessibility which means we must plan strategically over time to: 1. To Increase access to the curriculum 2. To ensure that disabled pupils do not receive less favourable treatment by making improvements to the physical environment and by making reasonable adjustments to curriculum provision 3. Make written information accessible to pupils/parents in a range of different ways

**Gender equality** The general duty to promote gender equality means that we must have due regard to: 1. Eliminate unlawful discrimination and harassment 2. Promote equality of opportunity between men and women, girls and boys. The duty also includes the need to consider actions to address the causes of any gender pay gap. NCC considers that this has been addressed through the implementation of the Modern Reward Strategy and Pay policy.

**Transgender** The term transgender refers to a person whose gender identity, expression or behaviour does not conform to that typically associated with the sex to which they were assigned at birth. Transgender persons are explicitly covered by the gender equality duty.

**Community cohesion** We also have a responsibility to promote community cohesion, developing respectful relationships across different cultures, ethnic, religious and socio economic groups.

**Age, sexual orientation, religion and belief** We must ensure that we do not discriminate on these grounds. This scheme includes our priorities and actions to eliminate discrimination and harassment for these equality areas.

## Leadership, Management and Governance

Our governing body will ensure that the school complies with statutory requirements in respect of this Scheme and Action Plan.

The Governors, Headteacher and Senior Leaders are responsible for ensuring that policy is put into practice and ensuring that staff receive any necessary training.

- The Deputy Head is responsible for ensuring that all students and supply staff are aware of and comply with the school's policy and practice with regard to equality.
- Every subject leader is responsible for ensuring that their subject provision and resources comply with this policy.
- Our pupils have a responsibility to themselves and others to treat each other with respect, to feel valued, and to speak out if they witness or are subject to any inappropriate language or behaviour.
- We will take steps to ensure all visitors to the school, including parents/carers are adhering to our commitment to equality.
- The Headteacher and Governors will monitor the policy's implementation and review its effectiveness annually. The Headteacher will present data to Governors each academic year to enable them to monitor attainment, progress and attendance of all groups of learners

#### Procedures for dealing with an equality issue

##### Perpetrated by a child

- Any incident must be reported to the Headteacher or Deputy Head immediately so that it can be dealt with as a matter of urgency. If they are both off site the school administrator will be asked to contact the Head or Deputy straight away.
- The Head or Deputy will speak to the perpetrator(s) and the victim of the incident and to the parents/carers of all pupils involved.  If it is a racial incident The Head or Deputy will follow the LA's guidelines for reporting racist incidents.
- All appropriate members of staff will be made aware of any incident e.g. class teachers/TAs of perpetrators and victim
- Should a member of staff be the victim of such behaviour by a pupil the incident will be recorded and reported and that member of staff fully supported.
- The Head/Deputy/Chair of Governors will make no response to any approaches by the media about alleged incidents until advice has been obtained from the appropriate Children's Services Officer.

##### Perpetrated by a member of staff

- Any incident must be reported to the Head or Deputy Head immediately.
- An allegation against a member of staff is a disciplinary matter and will be the responsibility of the Governing Body. There are specific procedures for dealing with racial harassment as part of staff grievance procedures.
- If the alleged victim is a pupil the parents/carers should submit the complaint in writing to the Head who will investigate the matter and take appropriate action, which could involve the use of formal disciplinary procedures.

The other school policies which inform and have links with this policy are:  School Improvement Development Plan  School SEND offer  Accessibility plan  Teaching and Learning  Behaviour and Anti-bullying  Sex and Relationships  Safeguarding/Child Protection

This policy was reviewed by staff and governors October 2015.