

WEST BRETTON J&I SCHOOL

POLICY FOR EQUALITY, DIVERSITY AND COMMUNITY COHESION

Overview

At West Bretton we aim to create a fair and just school community, that promotes social inclusion, community cohesion and equality, respects diversity and challenges and acts upon discrimination and inequality including bullying.

West Bretton School provides education for all, acknowledging that the society within which we live is enriched by diversity in backgrounds, origins, beliefs and cultures. Our school strives to ensure that its culture and ethos reflect the diversity of ALL members of the school community, where everyone is equally valued and treated with respect and fairness. Pupils are provided with the opportunity to experience, understand and celebrate diversity.

West Bretton School will not tolerate harassment of any kind, and is committed to combating ALL forms of discrimination. We recognise that monitoring, and the evaluation of equality, is essential to ensure that pupils are not being disadvantaged.

At our school we will work towards eliminating all discrimination on the grounds of race, gender, gender reassignment, disability, sexuality (including sexual orientation), age, religion and belief. We believe that all pupils, employees and other service users should be treated with dignity and respect at all times and we will not tolerate bullying, harassment or victimisation of any groups or individuals.

Objectives

- To ensure that there is a common vision and sense of belonging by all as part of our school and local community
- To challenge and eradicate discrimination, for example, by acting quickly to deal with all bullying, but particularly that which is aimed at groups as well as individuals, such as racist bullying
- To give a high profile to rights and responsibilities by promoting human rights, justice and fairness throughout the curriculum and wider school community
- To develop an Equality, Diversity and Cohesion Strategy that includes all equality strands and links targets and actions with our School Improvement Plan
- To work in partnership with pupils, parents, staff, stakeholders and the wider community to develop good practice

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Adopted by the Governing Body meeting: 30 September 2014

Next review: Autumn Term 2015

Strategies

- To promote equality, diversity and cohesion within the local community, by developing our teaching, learning and curriculum to help all children to learn, understand and have empathy with others. Children will learn about our rich British culture and values, its history and its heritage, and will be taught to appreciate and value diversity while recognising shared values.
- Schemes of work will ensure that teaching and learning promote community cohesion
- The school aims, publications, assemblies, worship, curriculum and pastoral structure will promote an ethos that values and respects all learners
- Staff training and INSET provision will take account of this policy, and all staff will be expected to contribute to the aims of this policy in their day to day work
- We will provide reasonable means for children, young people, their families and friends, to interact with people from different backgrounds and build positive relationships. This will include, where possible, links with different schools and communities
- Where we can, we will offer access to provision of extended services. This will create opportunities for pupils, families and the wider community, to take part in activities and receive services, which build positive interaction and achievement for all groups.
- We will promote awareness of human rights, and challenge discrimination on the grounds of gender, race, age, disability, sexuality (including sexual orientation), religion or belief, through our ethos and curriculum
- We will develop the skills of participation and responsible action necessary for living together as citizens of England, within the United Kingdom
- We will continue to develop preventative measures to deal with discrimination including promoting human rights and equality through the PSHE and in particular focusing on the 'rights of the child', the 'right to education' and the 'right to be safe'.
- All our staff will consistently challenge all put-downs, harassment, name-calling, bullying, threatening or hurtful behaviour (physical and psychological) that violate a group or individual and lead to marginalisation, exclusion, and feelings of powerlessness and worthlessness because of: colour, culture, ethnicity, faith, religion, belief, national origin, national status, disability or impairment, perception of sexuality including sexual orientation, gender, marital status, socio-economic background, age, responsibility for dependants and trade union membership
- We will strive to be a 'listening school'. We listen to all our school community members including pupils, parents, staff, visitors, wider community members, stakeholders and partners. We take seriously all experiences of bullying and hurtful behaviour resulting from bullying

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such as racism. We invite all our pupils in particular to talk to us about bullying, where it happens, who's doing it, and what it involves.

- Our SEN policy demonstrates our commitment to Pupil Participation, Parent Partnership, Resource Allocation and Curriculum Access.
- Partnership with parents, governors and the wider community are essential to promote equality, diversity and community cohesion. The schools engagement with these partners is central to our overall strategy and forms a key part of our Equality, Diversity and Cohesion Strategy and School Improvement Plan.
- We will monitor staff in post, all applicants, short listed candidates and candidates appointed
- We recognise that staff have rights as employees to work in a supportive, safe and harassment free environment and that staff have individual and collective responsibility to value and respect each other's contributions.
- We will ensure that in planning, delivering and monitoring strategies and policies, equality and diversity issues are considered at the outset of that work and that we will consult with pupils, parents, staff, partners where appropriate, and the wider community.

Outcomes

Through our work and partnership, we will promote community cohesion and provide a common point of communication for a wide range of people. We will equip our young people to make a positive contribution, to care for and contribute to the community, to understand human rights and gain an international perspective of their world. We will develop responsible young citizens who celebrate diversity and support cohesion within their immediate and wider communities.

The Head teacher and Governing Body will assess the impact of this policy and monitor its operation. It is to be viewed in conjunction with the school's other policies, especially the Behaviour Policy.