

Prescot Primary School

'Putting the learner first'

Equality & Diversity Policy



Prescot County Primary School
Putting the learner first

This Policy was adopted by	Safeguarding Committee
Name	Sarah Valentine
Position	Chair of Committee
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Introduction

This policy should be read in conjunction with the School's SEND Policy with accompanying 'Accessibility Plan', the Anti-Bullying Policy, Behaviour and Discipline Policy, the Complaints Procedure, the 'Child Protection and Safeguarding Policy' all of which are available to parents upon request. Copies of all of these documents are also located on the school website.

Prescot Primary is committed to safeguarding and promoting the welfare of all pupils in our care and our ethos is positive and inclusive. It is acceptance rather than tolerance that underpins our vision and kindness, care and unconditional respect lie at the very fabric of community life. The School is committed to securing equality of opportunity through the creation of an environment in which individuals are treated on the sole basis of their respective merits and abilities. This commitment is shared by all members of staff and Governors.

Discrimination based on differences in ethnicity, culture, religion, belief, race, gender, sexual orientation, gender reassignment, pregnancy and maternity, learning difficulty, social background or disability is not tolerated at Prescot Primary. We believe that the educational experience is enriched if children are exposed to a wide range of cultural experiences.

The School views discrimination as a serious offence be it by a pupil or a member of staff. Where pupils are suspected of discrimination the matter will be investigated in accordance with published guidelines in the Anti-Bullying Policy. However, separate and additional records will be kept centrally in such cases. Where appropriate the school will apply sanctions in line with those for serious acts of bullying. This may include suspension or in grave circumstances a pupil may be required to leave the school. Where a member of staff is subject to such an allegation the procedures outlined in the Child Protection and Safeguarding Policy and Complaints Procedures will be followed.

As a School we appreciate the importance of providing an appropriately challenging, stimulating, enriching and enjoyable educational experience for all pupils. Prescot Primary School acknowledges its responsibilities set out both in Law and also in recognised best practice within the educational sector. Pupils who have been identified as having a particular / special educational need are supported, included and valued within the school community. We undertake to work with all elements of the school community as well as external agencies where appropriate to ensure that any form of discriminatory behaviour is treated seriously and that appropriate action is taken as and when required.

This policy document and procedures has been produced in line with the guidelines provided in the Disability Discrimination Act 1995 and The Equality Act 2010.

Procedure for Pupils

Prescot Primary School implements the above principles in a variety of ways including the following;

The policy is known and understood by staff, pupils and parents. It is available on the staff area of the intranet as well as on the school web site.

Issues relating to this topic are regularly reviewed at Senior Leadership Team meetings and associated policy documents are updated annually.

Where appropriate the School may call upon a range of external specialists to provide additional guidance and support.

Equal Opportunity issues are regularly discussed in staff meetings and the Headteacher refers to such issues in whole school Assemblies.

The message of equal opportunities is regularly covered in the classroom setting most notably through the school's PSHE programme.

The School Council provides a forum for pupils to discuss any issues that may be concerning them.

Monitoring the needs of individual pupils through effective pastoral care is central to our approach. In its broadest sense this involves all members of the teaching and support staff.

Procedure for Members of Staff

As is stated in the Policy, discrimination based on differences in ethnicity, culture, religion, belief, race, gender, sexual orientation, gender reassignment, pregnancy and maternity, learning difficulty, social background or disability is not tolerated at Prescot Primary.

To ensure the elimination and prevention of discrimination and the promotion of equality of opportunity in employment Prescot Primary School is committed to the following principles and practices, which are not intended as an exhaustive list.

Sex Discrimination

Unless the job is covered by a statutory exception we will not discriminate directly or indirectly on the grounds of sex, gender assignment, sexual orientation, pregnancy, marital status or civil partnership.

- In the arrangements made for deciding who should be offered a job
- In any terms of employment, including pay
- By refusing or omitting to offer a person employment
- In the way, we afford access to opportunities for promotion, transfer or training
- In the manner in which employment is offered or in affording access to any benefits, facilities or services
- By victimising an individual for a complaint made in good faith about sex, gender assignment, sexual orientation or pregnancy discrimination or for giving evidence about such a complaint
- In connection with redundancy or termination of employment however caused or by treating an employee unfavourably in any other way

Race Discrimination

Our equal opportunity policy aims to ensure that:

- No job applicant or employee receives less favourable treatment than another on racial grounds.
- No applicant or employee is placed at a disadvantage by requirements or conditions which have a disproportionately adverse effect on his/her racial group and which cannot be shown to be justifiable on other than racial grounds.

We will not:

- Discriminate on racial grounds in recruitment, promotion, transfer or training, nor in the arrangements made for recruitment and in the ways of affording access to opportunities for promotion, transfer or training
- Discriminate on racial grounds in connection with dismissal, redundancy or any other termination of employment or other detriment to an employee
- Discriminate on racial grounds in appraisals of employee performance or in the operation of grievance disputes and disciplinary procedures
- Discriminate on racial grounds in affording terms of employment and providing benefits, facilities and services for employees
- Victimise individuals who have made allegations or complaints of racial discrimination or provided information about such discrimination

Disability Discrimination

In connection with dealings in relation to persons with a disability within the meaning of the Disability Discrimination Act 1995:

- We will not discriminate against disabled people or those who have been disabled
- We will make any reasonable adjustments of our employment arrangements or premises which place disabled people at a substantial disadvantage compared with non-disabled people
- We will not treat a disabled employee or disabled job applicant less favourably for a reason relating to the disability than others to whom that reason does not apply unless the reason is material to the particular circumstances and substantial
- We will not knowingly help another to unlawfully discriminate against a disabled employee
- We will not discriminate against a disabled person in the arrangements made for determining who should be offered employment or by refusing to offer, or deliberately not offering, employment
- We will not discriminate against a disabled person whom we employ in terms of the employment we offer him/her; in the opportunities, which we afford him/her for promotion, a transfer, training or receiving any other benefit; by refusing to afford him/her or deliberately not affording him/her any such

opportunity; by dismissing him/her or subjecting him/her to any other detriment

Religion

Prescot Primary will not discriminate directly or indirectly on religious grounds.

- In the arrangements made for deciding who should be offered a job
- In any terms of employment, including pay
- By refusing or omitting to offer a person employment
- In the way, we afford access to opportunities for promotion, transfer or training
- In the manner in which employment is offered or in affording access to any benefits, facilities or services
- By victimising an individual for a complaint made in good faith about discrimination on religious grounds or for giving evidence about such a complaint
- In connection with redundancy or termination of employment however caused or by treating an employee unfavourably in any other way

Age Discrimination

In connection with any dealing in relation to age as described in the Employment Equality (Age) Regulations which came into effect on the 1st October 2006, we will not discriminate:

- In the arrangements made for deciding who should be offered a job
- In any terms of employment, including pay
- By refusing or omitting to offer a person employment
- In the way we afford access to opportunities for promotion, transfer or training
- By victimising an individual for a complaint made in good faith about discrimination on the grounds of age or for giving evidence about such a complaint
- In connection with redundancy or termination of employment however caused.

The above policy document complies with The Equality Act 2010.