



Cronk y Berry School

Equality & Diversity Policy

Equality & Diversity Policy

At Cronk y Berry School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, sexual orientation, gender, disability, faith or religion or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

Diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here. We will tackle discrimination through the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all.

We welcome our duty outlined in the Equality Act 2017 and will challenge abuse linked to any of the following protected characteristics:

- Sex
- Race (colour, nationality, ethnic or national origins)
- Disability (broader than DDA definition)
- Religion or belief (religious or philosophical belief or lack of same)
- Sexual orientation
- Gender reassignment (undergoing, undergone or is proposing to undergo process of reassigning their sex)
- Pregnancy or maternity
- Marriage or civil partnership
- Age

Aims and objectives

- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it"
- to act positively and have due regard to the need to challenge and eliminate unlawful discrimination – within both our school and our community.

- not to discriminate against anyone, be they staff, pupil or parent, on the grounds of gender, race, disability, sexual orientation, religion/belief, age, level of educational need or background.

- to promote the principle of fairness and justice for all through the education that we provide in our school. We recognise that doing this may entail treating



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some pupils differently.

- seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- constantly strive to remove any forms of indirect discrimination that may form barriers to learning for some groups of pupils.
- to ensure that all recruitment, employment, promotion and training processes are fair to all, and provide opportunities for everyone.
- to challenge personal prejudice and stereotypical views whenever they occur.
- value each pupil's worth, celebrating the individuality and cultural diversity of our school community, and showing respect for all minority groups.

We are aware that prejudice and stereotyping are often caused by poor self-image and also aware of the relationship between that and ignorance. Through positive educational experiences, and support for each individual's legitimate point of view, we aim to promote positive social attitudes and respect for all.

Tackling discrimination

Harassment or discrimination on account of characteristics including race, gender, disability or sexual orientation is unacceptable and is not tolerated within our school environment.

All staff are expected to deal with any discriminatory incidents that may occur. They are expected to know how to identify and challenge prejudice and stereotyping; and to support the full range of diverse needs according to a pupil's individual circumstances.

Racist and homophobic incidents and other incidents of harassment or bullying will be investigated or dealt with by the member of staff present, escalating to a class teacher / Headteacher where necessary. All incidents are recorded & reported to the Headteacher and the governing body.

What is a discriminatory incident?

Discrimination on grounds of race, gender, disability, sexual orientation or other factors such as socio-economic status, can take many forms including verbal or physical abuse, name calling, exclusion from groups and games, unwanted looks or comments, jokes and graffiti.

Types of discriminatory incident

Types of discriminatory incidents that can occur are:



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- Physical assault against a person or group because of their colour, ethnicity, nationality, disability, sexual orientation or gender
- Use of derogatory names, insults and jokes
- Racist, sexist, homophobic or discriminatory graffiti
- Provocative behaviour such as wearing racist, sexist, homophobic or discriminatory badges or insignia
- Bringing discriminatory material into school
- Verbal abuse and threats
- Incitement of others to discriminate or bully due to victim's race, disability, gender or sexual orientation
- Discriminatory comments in the course of discussion
- Attempts to recruit others to discriminatory organisations and groups
- Ridicule of an individual for difference e.g. food, music, religion, dress etc
- Refusal to co-operate with other people on grounds of race, gender, disability or sexual orientation
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Responding to and reporting incidents

It should be clear to pupils and staff how they report incidents. All staff, teaching and non-teaching, should view dealing with incidents as vital to the well-being of the whole school.

Our procedure for responding to and reporting incidents is outlined below:

Review date: September 2020

Other relevant policies:

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| Adults in School |
| Anti-bullying / Behaviour |
| Appraisal |
| Business Continuity Plan |
| Charging |
| Drug & Alcohol |
| Finance |
| Fire Evacuation |
| Health and Safety (including site security) |
| Inclusion/SEN |
| Learning and Teaching |
| Safeguarding (including Child Protection and eSafety) |
| Sex and Relationship Education |



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Government Equality Policy: <https://hr.gov.im/media/1308/eohandbookfeb07.pdf>
Government Fairness at Work