



Rationale

At Manorbrook School we aim to prepare our children to play their parts as citizens in a world enriched by its diversity. We strive to ensure that our culture and ethos reflect the diversity of all members of the school and our wider community; we seek to ensure that everyone is equally valued and we treat one another with respect and fairness. Pupils and other members of the school community are provided with a range of opportunities to experience, understand and celebrate diversity.

Legal Duties

We recognise our responsibility to uphold the measures outlined in the Equalities Act 2010, and the Public Sector Equality Duty which came into force on April 5th 2011.

The duty means that public bodies have to consider all individuals when carrying out their day-to-day work – in shaping policy, in delivering services and in relation to their own employees.

It also requires that public bodies have due regard to the need to:

- eliminate discrimination;
- advance equality of opportunity;
- foster good relations between different people when carrying out their activities.

Principles

We will do all we can to promote and ensure inclusion for all people, both pupils and adult stakeholders, irrespective of their protected characteristics:

- age;
- gender reassignment;
- being married or in a civil partnership;
- being pregnant or on maternity leave;
- disability;
- race including colour, nationality, ethnic or national origin;
- religion or belief;
- sex;
- sexual orientation.

(Source: <https://www.gov.uk/discrimination-your-rights>)

Promoting Equality

We will promote equality in a range of ways:

- Using our school values of Respect, Responsibility and Resilience as a context for discussing equality issues meaningfully in school;
- Ensuring our curriculum gives representation to all groups, for example by teaching children about the contributions made by as diverse a range of people as possible in all areas of the curriculum where appropriate;
- Challenging prejudice and discrimination and acting to address it where appropriate, for example, by dealing with all bullying, including that which is aimed at people because of their protected characteristics, such as racist or homophobic bullying;

- Giving a high profile to people's rights and responsibilities by promoting human rights and British values through the curriculum and wider school community;
- Promptly referring all incidents of prejudice or discrimination to the headteacher, whose role it is to assess, record and deal with them;
- Respecting the religious beliefs and practice of all staff, pupils and parents, and complying with reasonable requests relating to religious observance and practice.

Monitoring effectiveness

We will regularly monitor the effectiveness of this policy in a number of ways:

- Comparing outcomes (e.g. attainment, attendance) for the whole school with those for groups based on protected characteristics such as gender, ethnicity or SEND;
- Regularly reviewing the curriculum in order to ensure that teaching and learning promote equality and diversity where appropriate;
- Listening to pupils' views e.g. through school council or questionnaires;
- Reporting regularly to governors through the safeguarding link governor.

Roles and responsibilities

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and strategies are implemented.

The headteacher is responsible for implementing the policy, for ensuring that all staff are aware of their responsibilities and are given appropriate training and support and for taking appropriate action in any cases of unlawful discrimination. The head will also inform the Learning Committee of any incidents of discrimination or prejudice as part of the termly safeguarding update.

The safeguarding link governor will monitor implementation of this policy.

All staff are expected to implement all aspects of this policy.

British Values

In applying this policy, the whole school will promote British Values, as outlined in the DfE guidance of November 2014:

"We want every school to promote the basic British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance for those of different faiths and beliefs. This ensures young people understand the importance of respect and leave school fully prepared for life in modern Britain.

Examples of the understanding and knowledge pupils are expected to learn include:

- an understanding of how citizens can influence decision-making through the democratic process
- an understanding that the freedom to hold other faiths and beliefs is protected in law
- an acceptance that people having different faiths or beliefs to oneself (or having none) should be accepted and tolerated, and should not be the cause of prejudicial or discriminatory behaviour
- an understanding of the importance of identifying and combatting discrimination"

This edition:

Approved by FGB May 2021

Next review due:

May 2024

To be reviewed by:

Governors' Learning Committee

Review Frequency:

Every four years or sooner if equalities legislation changes

Equality Objectives

Manorbrook School is committed to equality and diversity.

To achieve this, our equality objectives for 2021 – 2025 are:



- To promote a shared understanding and appreciation of diversity and equality via a wide range of learning experiences, both in and beyond school.
- To enable all pupils to make good progress in relation to their starting points, irrespective of their protected characteristics.
- To monitor, record and respond in a timely and robust fashion to any issues that arise, where prejudice or discrimination is considered to be a contributing factor.