



# Equality & Diversity Policy

<b>Staff Responsible:</b>	<b>Mrs D Richardson</b>
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## **1. Rationale**

The Trustees and Staff of Ribbon Academy are committed to a policy of equal opportunity and diversity. The aim of this policy is to encourage and enable inclusion and achievement through the management of staff, the curriculum, our pupils, parents, and carers in an environment that recognises the different life chances that individuals have and one which works to achieve the best outcomes for them all as individuals and members of the school and the community. We seek to uphold and implement these core values as a service provider, an employer and procurer of goods and services. We also recognise the unique opportunity; we have as a school to influence in a positive way the broader community by creating positive relationships between people through community cohesion.

This policy will also impact on other areas of school policy in the way pupils present, behave, meet agreed outcomes, and manage conflict.

## **2. Vision Statement**

**The staff and Trustees at Ribbon Academy seek to:**

- Develop confidence in children, providing equal opportunities and enabling children to become resilient, motivated, and independent learners who co-operate well with each other.
- Recognise the unique characteristics of each child within the school and to celebrate diversity in an environment of value, high expectation, respect, and appreciation for the differences in each child.
- Create a culture that promotes respect, fairness, and dignity for all who work in, volunteer at, or visit the school in any capacity.

## **3. Our Equality Duty**

The Equality Duty applies across Great Britain to public bodies listed in Schedule 19 to the Act, and to other organisations when they are carrying out public functions.

The new Equality Duty supports Ribbon Academy in good decision making – encouraging us to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities. Ribbon Academy is better placed to deliver policies and services that are efficient and effective.

The new Equality Duty covers the following protected characteristics: -

- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour, or nationality
- religion or belief – this includes lack of belief
- sex
- sexual orientation. The Equality Duty also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination

## **How will we achieve this vision for our school?**

This will be achieved by:

- Addressing inequality and discrimination that may occur within the workforce and the school by celebrating and embracing the diversity that exists within the school and its wider community.
- Ensuring that the delivery of the curriculum reflects and considers equality and diversity issues.
- Creating opportunities for the wider involvement of all staff, pupils, parents and carers, and the wider community through consultation, participation and creating effective partnerships to ensure that our vision is shared across all stakeholders.

### **4. Aims**

The aims of this policy are to ensure that:

- Every individual within the school is given every opportunity to achieve his/her full potential and is given an equal chance.
- Equal access is achieved by everyone and for everyone.
- Changing needs are responded to at the earliest opportunity so that nobody is disadvantaged. Staff, parents/carers, and children are informed and reminded of issues regarding equality and diversity.
- Everyone shares the same vision and values for positivity in diversity and equal opportunity.
- Prejudices are broken down and positive attitudes fostered.
- There is consistency across the school in dealing with issues of inequality and diversity.
- Resources are not wasted but used effectively to foster individual talents.
- The quality of life for all individuals is continually improved to meet agreed outcomes.
- Children learn to be caring and responsible citizens, who grow together to learn, feel nurtured and be in control of their futures.
- An understanding and mutual respect for all members of society, regardless of their differences, are actively promoted.
- Discrimination is understood and actively prevented by all.

### **5. The Law**

As a school, we have a legal responsibility under The Equality Act, 2010 not to discriminate against, harass or victimise: -

- Prospective pupils
- Pupils on role

Former pupils and any member of the wider community still involved with the work of our school.

This covers unpleasant and bullying behaviour, but also extends potentially to actions which, whether intentionally or unintentionally cause offence to a person because of a protected characteristic. (Listed below).

The Trustees are legally responsible for ensuring that the Equality Act is observed by the whole school community

### **Who is protected?**

Our school cannot lawfully discriminate against pupils because of their: -

- Sex
- Race
- Disability
- Religion or belief
- Sexual orientation
- Pregnancy status
- Gender status (including gender re-assignment)

It should also be noted it is unlawful to discriminate against pupils or prospective pupils because of the sex, race, disability, religion or belief, sexual orientation, or gender reassignment of another person with whom the pupil is associated e.g., their parents/carers.

### **6. What is discrimination?**

- Direct discrimination (including discrimination based on perception or association)
- Indirect discrimination
- Discrimination arising from disability
- Failure to make reasonable adjustments (for disabled people).

### **What does this mean at Ribbon Academy?**

All pupils and adults within the school have a right to be treated with dignity and respect. This includes the right to:

- Study, learn, work and play
- Receive physical, emotional, and verbal respect
- Freedom from violence, bullying and abusive language
- Respect towards an individual's protected characteristics
- Freedom from sexual comments or harassment and inappropriate use of humour
- The safety of their property

- Equal opportunities in relation to admissions, curriculum, and extra-curricular activities
- Recruitment

Pupils and adults are encouraged to report any inappropriate behaviour or comments. All incidents will be dealt with in line with the Behaviour policy.

## **7. How will we know when we are successful?**

Our success will be measured through quantitative indicators such as: -

- Increasing participation by an identified set of pupils in after school activities
- Narrowing the gap in performance of disabled pupils
- Reducing the threat of exclusion rates for an identified set of pupils
- Increasing understanding between religious groups through curriculum delivery and impact on parents/carers understanding
- Reducing the number of homophobic incidents
- Raising attainment in English for identified groups of pupils
- Empowering pupils to make informed choices free from stereotyping
- Anticipating the needs of incoming pupils from a new group.
- Stable/rising roll
- Attendance percentages and the rate of unauthorised absence
- Class size
- Stability within the staff team
- Evidence of successful partnership working with outside agencies
- Diversity amongst the school community

In addition, success can be measured with qualitative indicators such as: -

- The learning environment
- Friendly and caring attitudes
- Members of the school community feel valued
- Quality and range of displays
- A welcome 'feel'
- Availability of school staff

- Effectiveness of communication systems
- Differentiated work on offer for pupils
- Pastoral care of pupils
- Pupil perceptions
- Diversity represented in curriculum books and resources
- Links with the local community

The above can be analysed by protected characteristics to help staff and Trustees to identify areas of emerging and/or existing inequality.

## **8. Evaluation/Monitoring**

We deal promptly and effectively with all incidents and complaints of bullying & harassment related to disability or special educational need, ethnicity and race, gender, gender reassignment, pregnancy or maternity, religion and belief and sexual orientation. We keep a record of all such incidents and notify those affected of what action we have taken. The Head Teacher will collect and report any such incidents to Trustees on a termly basis and issues arising will be addressed at Trustee meetings.

All members of staff will receive relevant training to address inequality and a lack of understanding about diversity where appropriate.

Parents/Carers will be encouraged to voice their opinions and perceptions about the implementation of this policy in the school through the appropriate avenues of communication.

Our Complaints Policy sets out how we deal with any complaints relating to the school. Including the implementation of this policy.

Pupils will be taught about equality and diversity through pastoral curriculum, including British Values.