



**Wodensfield**  
Primary School

# EQUALITY AND DIVERSITY POLICY

AIM TO BE THE BEST YOU CAN



Adopted by: Wodensfield Primary School

Approved at Full Governing Board: 9<sup>th</sup> September 2024

Signed by Chair of Governors: 

Review date: Policy – March 2025 | Objectives - March 2025

## Amendments

### **September 2024**

- No amendments
- \*\* Note – objectives and policy to be reviewed in March 2025

### **March 2024**

- Equality and Diversity objectives have been updated for 2021-25
- Page 8 – There will be differential schemes of learning designed to meet the abilities and learning styles of all pupils. Amended “differential” replaced with “adaptive”.

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## Equality and Diversity

Wodensfield Primary recognises that certain groups in society have historically been disadvantaged as a result of unlawful discrimination they have faced on the basis of their race, gender, disability, religion/belief, sexual orientation or age.

This policy will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the school community and workforce.

## Legislative framework

This policy has due regard to statutory legislation including, but not limited to, the following:

- UN Convention on the Rights of the Child
- UN Convention on the Rights of Persons with Disabilities
- Human Rights Act 1998
- Special Educational Needs Regulations 2014
- Education and Inspections Act 2006
- Equality Act 2010
- The Equality Act 2010 (Specific Duties) Regulations 2011
- The Equality Act 2010 provides a modern, single legal framework with three broad duties:
  - Eliminate discrimination
  - Advance equality of opportunity
  - Foster good relations

Wodensfield fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities.

A protected characteristic, under the Act, is as follows:

- Age
- Disability
- Race, colour, nationality, ethnic or national origin
- Sex (including transgender people)
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership (for employees)

The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions.
- In the way it provides education for pupils.
- In the way it provides pupils access to any benefit, facility or service.
- By excluding a pupil or subjecting them to any other detriment.

## Principles and aims

We see all learners and potential learners, and their parents and carers, as of equal value, regardless of their race, gender, disability, religion/belief, sexual orientation or age.

Our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantages

which people may face in relation to their race, gender, disability, religion/belief, sexual orientation or age.

Wodensfield will promote race equality and have due regard to eliminate unlawful racial discrimination, promote equality of opportunity and promote good relations between people of different racial groups.

Wodensfield will promote disability equality throughout the school, ensuring the equality of opportunity, eliminating unlawful discrimination, eliminating disability related harassment and encouraging participation by disabled people in public life.

Wodensfield will promote gender equality by eliminating unlawful discrimination and harassment and promote the equality of opportunity between men and women, girls and boys.

Transgender people are explicitly covered by the gender equality duty. For the purposes of this policy, the term 'transgender' refers to an individual whose gender expression or identity is different from that traditionally associated with the sex they were assigned at birth. This school will respect the confidentiality of those seeking gender re-assignment and will provide a supportive environment within the social community.

Wodensfield is opposed to all forms of prejudice and recognises that children and young people who experience any form of prejudice related discrimination, may fare less well in the education system.

Wodensfield will ensure that all staff comply with the appropriate equality legislation and regulations.





The Admissions Policy will not discriminate in any way.

The school will:

- Ensure staff are aware of their responsibilities, are given necessary training and support, and report progress to the governing body.
- Ensure that the recording and reporting of equality and diversity is sufficiently scrutinised.
- Foster positive attitudes and relationships, and a shared sense of cohesion and belonging, and ensure this is promoted in our policies, procedures and activities.
- Observe good equalities practice in staff recruitment, retention and development, and ensure that all policies and procedures benefit all employees and potential employees regardless of their race, gender, disability, religion/belief, sexual orientation or age, and with full respect for legal rights relating to pregnancy and maternity.
- Reduce and remove inequalities and barriers that already exist.
- Engage with a range of groups and individuals to ensure that those who are affected by a policy, procedure or activity are consulted and involved in the design of new policies, and in the review of existing ones.
- Ensure that policies, procedures and activities benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in the public life of everyone, regardless of their race, gender, disability, religion/belief, sexual orientation or age.
- Ensure staff promote an inclusive and collaborative ethos in the school, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, and showing appropriate support for pupils with additional needs, maintaining a good level of awareness of issues surrounding equalities.

## Objectives

Whilst continuously aiming to improve the implementation of equality related policies and procedures, Wodensfield has established the following objectives:

-  **Raise Awareness of Equality & Diversity for all stakeholders**
-  **Ensure that the school promotes role models that pupils positively identify with, who reflect and broaden the school's diversity in terms of race, gender and disability etc.**
-  **Ensure tolerance and respect towards individuals who identify with any of the protected characteristics:**
-  **Promote 'Aim to be the best you can be' for all by ensuring that nobody is disadvantaged by any of the protected characteristics:**

## Roles and responsibilities

### The governing body will:

- Ensure that Wodensfield complies with the appropriate equality legislation and regulations.
- Meet its obligations under the Public Sector Equality Duty to publish equality objectives.
- Ensure that policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the recording and reporting of equality and diversity data is sufficiently scrutinised.
- Ensure that the Admissions Policy does not discriminate in any way.
- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the governing body.
- Proactively recruit high-quality applicants from under-represented groups.
- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place to enforce this policy.

### The headteacher will:

- Implement the policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their HR induction and continuous professional development.
- Ensure that all parents, visitors and contractors are aware of and are in compliance with the provisions of this policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance.
- Produce an annual report on the progress of implementing the provisions of this policy.

### Employees will:

- Be mindful of any incidence of harassment or bullying in the school.
- Address any minor issues of harassment or bullying in the school and report any major breaches of the policy to the headteacher.
- Identify and challenge bias and stereotyping within the curriculum and the school's culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor students' progress and academic needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending the appropriate training.

### Pupils will:

- Respect all members of the school community
- Actively encourage equality and diversity in the school by contributing their cultural experiences and values.
- Report any incidences of bullying or harassment, whether to themselves or to others, to a member of the school staff.

- Abide by all the school's equality and diversity policies, procedures and codes.

Wodensfield will publish the Equality and Diversity Policy and Objectives on its website, in order to demonstrate how it is complying with the Public Sector Equality Duty in the Equality Act 2010 and advancing equality of opportunity.

### Gender reassignment

The Act ensures legal protection against discrimination (direct or indirect) for everyone under the nine protected characteristics mentioned previously, including gender reassignment.

A person has the protected characteristic of gender reassignment if that person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

All members of staff and pupils have a right to privacy, which includes the right to keep one's transgender status confidential. School staff should not disclose information that may reveal a child or other colleagues transgender status.

The school will appoint a staff member in whom any transgender child can confide and who can deal with any issues that may arise, for instance bullying or harassment.

A glossary of terminology related to the transgender field can be found on the [Gender Identity Research and Education Society Website](#).

### Uniform/dress policy

The Act does not deal specifically with school uniform or other aspects of appearance, such as hair colour and style, and the wearing of jewellery and make-up, but the general requirement not to discriminate in the treatment of pupils applies here in relation to other aspects of the school policy.

Wodensfield will ensure that blanket uniform policies do not discriminate because of race, gender, disability, religion/belief, sexual orientation or age.

Wodensfield will be sensitive to the needs of different cultures, races and religions and act reasonably in accommodating these needs, without compromising important school policies, such as school safety or discipline. See Wolverhampton City Council Religious and Cultural Dress and Symbols.

### Curriculum

All pupils will be entitled to access to a curriculum and to teaching and learning opportunities which meet their needs, including extra support where this has been identified as a statutory need.

When planning the curriculum, the school will take every opportunity to promote and advance equality.

### Promoting equality

In order to meet our objectives, the school has identified the following priorities:

- Wodensfield will provide support directly related to disabled children's educational needs as a reasonable adjustment so they can integrate wholly in all parts of school life.
- Staff will ensure that all pupils are able to take part in extra-curricular activities and residential visits, and the school will monitor uptake of these visits to ensure no one is disadvantaged on the grounds of a protected characteristic.
- Wodensfield will ensure that all forms of prejudice-motivated bullying are taken seriously and dealt with equally and firmly.

- There will be adaptive schemes of learning designed to meet the abilities and learning styles of all pupils.
- There will be a clearly defined disciplinary system, which will be consistently enforced.
- The school will increase access for disabled children and young people to the school curriculum and will take necessary steps to meet pupils' needs by using a variety of approaches and planning reasonable adjustments for disabled pupils, enabling our pupils to take as full a part as possible in the activities of the school.
- The school will ensure there is adequate access to the physical environment of the school.
- The school will improve the delivery of written information to disabled children and young people.
- The school will seek the views of advisory staff, outside agencies and local schools.
- Throughout the year, the school will plan on-going events to raise awareness of equality and diversity.
- The school will consult with stakeholders, i.e. pupils, parents/carers, staff and relevant community groups, to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning. These equality objectives will be reviewed and reported on annually.
- Bullying and prejudice will be carefully monitored and dealt with accordingly. Regular training will be given to both existing and new staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

#### Addressing prejudice related incidents

Wodensfield is opposed to all forms of prejudice, and we recognise that pupils and staff who experience any form of prejudice related discrimination may fair less well in the education system.

- The school will ensure that pupils and staff are aware of the impact of prejudice in order to prevent any incidents from occurring.
- If incidents still occur, the school will address them immediately and report them to the LA.
- Appeal process
- Staff members retain the right to appeal against a decision on the acceptability of their appearance using Wodensfield's grievance procedure.

#### Monitoring and review

Wodensfield Primary will review this policy annually via the headteacher, to ensure that all procedures are up-to-date.

The policy will be monitored and evaluated by the headteacher and governing body in the following ways:

##### Individual attainment data

- Equal opportunities recruitment data
- Equality impact assessments
- Ofsted inspection judgements on equality and diversity
- Incident records related to harassment and bullying

Any changes made to this policy will be communicated to all members of staff.



## APPENDIX A: EQUALITY OBJECTIVES ACTION PLAN 2021 - 2025

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Equality Strand	Objectives and Actions	By whom	When	Impact
All	<p><b>Raise Awareness of Equality &amp; Diversity for all stakeholders:</b></p> <ul style="list-style-type: none"> <li>• Raise awareness of aims and objectives of policy by sharing with staff and the wider community</li> <li>• Provide further staff training in all aspects of equality &amp; diversity to support staff understanding and awareness</li> <li>• Introduce all aspects of statutory RSE into the PSHE curriculum and continue to build a shared understanding of this work with parents/carers so they can support this at home</li> </ul>	<p>HT</p> <p>PSHE Lead</p>	<p>September 21 Ongoing</p> <p>September 21</p> <p>September 24</p>	<ul style="list-style-type: none"> <li>• PSHE curriculum supports pupils to develop skills and knowledge to understand key aspects of equality and diversity in our society.</li> <li>• Autumn Term 24 - all staff receive X2Y training. Staff to have a raised and informed awareness of discrimination and impact on LGBTQ+ community.</li> </ul>
All	<p><b>Ensure that the school promotes role models that pupils positively identify with, who reflect and broaden the school's diversity in terms of race, gender and disability etc:</b></p> <ul style="list-style-type: none"> <li>• Ensure any selection panels are aware of, and take account, of the school's aims regarding equality and diversity</li> <li>• Promote diversity through all aspects of the curriculum, e.g., resourcing, study of historical figures etc</li> <li>• Update curriculum overview, highlighting celebration of BAME achievements in all aspects of society (Science, History, Politics, Arts, Sport,)</li> </ul>	<p>Governors &amp; HT</p> <p>Subject Leads</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<ul style="list-style-type: none"> <li>• Recruitment has broadened the diversity of the school workforce.</li> <li>• Links to Connecting classrooms have established</li> <li>• The school achieved International schools award 2023</li> <li>• Art Curriculum updated to reflect greater diversity.</li> </ul>

	<ul style="list-style-type: none"> <li>Promote engagement of visiting speakers to school to broaden children’s perceptions of equality and diversity</li> <li>Ensure the school calendar and displays reflects opportunities to reflect and remember the importance of diversity, e.g. Black History Month, LGBTQ+ History Month, International Women’s Day etc</li> <li>Develop international links via the Connecting Classrooms (British Council) programme, to provide real life connections to other cultures</li> <li>Ensure that the school Governing Body and School Council accurately reflect the school community. Leading to accurate representation of all groups.</li> </ul>	<p>HT and subject leads</p> <p>HT and subject leads</p> <p>ASHT</p> <p>Chair of Governors, HT School Council lead</p>	<p>Ongoing</p> <p>Summer 2021-ongoing</p>	<ul style="list-style-type: none"> <li>Links to Zambia- Week long activities across school culminating in a visit from Reverend from link village.</li> </ul>
All	<p><b>Ensure tolerance and respect towards individuals who identify with any of the protected characteristics:</b></p> <ul style="list-style-type: none"> <li>Ensure regular analysis of any negative behaviour incidents to identify any patterns related to protected characteristics, e.g. racism, and ensure any necessary action is taken to mitigate this, e.g. further education, involvement of parents/carers etc <ul style="list-style-type: none"> <li>Upper Key Stage 2 to take part in Equilibrium Project. (an intervention programme designed to address problematic and harmful sexual behaviour in schools)</li> </ul> </li> <li>Utilise collective worship (assembly) opportunities to promote equality and diversity</li> </ul>	<p>DHT</p> <p>HT</p> <p>HT, DHT</p>	<p>Ongoing</p> <p>September 2024</p> <p>Ongoing</p>	<ul style="list-style-type: none"> <li>Monitoring of discriminative behaviour reported in HT Report termly</li> <li>Pupils and staff have a greater understanding of HSB and discrimination based on protected characteristics leading to a</li> <li>See assembly planning</li> </ul>

	<p>and to tackle issues of discrimination or oppression for any protected groups</p> <ul style="list-style-type: none"> <li>• Respond to world news/current affairs issues (related to any individuals/protected characteristics) through assemblies (Picture News) or PSHE sessions</li> <li>• Continue to promote the school's position regarding equality through communication channels with parents/carers so that there is a shared appreciation of diversity and/or British Values</li> </ul>	<p>PHSE Lead Class teachers</p> <p>All Staff</p>	<p>Ongoing</p> <p>Ongoing</p>	<ul style="list-style-type: none"> <li>• Picture News and class assemblies respond to world news and current affairs</li> </ul>
All	<p><b>Promote 'Aim to be the best you can be' for all by ensuring that nobody is disadvantaged by any of the protected characteristics:</b></p> <ul style="list-style-type: none"> <li>• Monitor attainment data at key intervals (taking into account gender, socio-economic background (FSM) and ethnicity) and take any necessary action to minimise any gaps which might exist</li> <li>• Monitor engagement of uptake at any extra-curricular activities or enrichment provision to ensure these opportunities are accessible to all.</li> <li>• Monitor engagement in remote learning during COVID-19 pandemic. Review offer as the situation changes in order to maximise potential to close the gaps for all groups.</li> </ul>	<p>DHT and Class teachers</p> <p>ASHT</p> <p>DHT</p>	<p>Termly</p> <p>Termly</p> <p>Termly</p>	<ul style="list-style-type: none"> <li>• 2023-Attendance of disadvantaged pupils focus 2023-24</li> </ul>