Equality and Diversity Policy

Fairlawn Primary

We aim to:

- Encourage all children by fostering a love of learning through creative and engaging opportunities.
- Provide an inclusive learning environment, where all needs are met.
- Develop learners who are resilient, reflective, collaborative, curious and independent.

All of these aims are underpinned by our three core values:

- Friendship: we encourage the children to be caring, show appreciation and develop trust.
- Responsibility: through critical thinking, we give children the tools to make choices and to consider their role in an ever-changing world.
- Empathy: we model the importance of being considerate, reflective and understanding.

At the heart of all this is our commitment to listening to one another and finding opportunities for every voice to be heard.

Our Commitment

We are committed to ensuring equality of education and opportunity for all our families, irrespective of race, 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.

Underlying principles, Requirements of the Equality Act 2010 and our aims

As a school we welcome our duties under the Equality Act 2010.

The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision)
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief
- sexual orientation
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to carry out some specific duties to demonstrate how we meet the general duties.

These are to:

- Publish Equality Information – to demonstrate compliance with the general duty across its functions (We will not publish any information that can specifically identify any individual)
- Prepare and publish equality objectives which we will review on an annual basis
- Consult all our stakeholders in the development of our equality objectives and report on progress against our objectives on an annual basis

In order to do this effectively we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school, but we will also analyse available data relating to the context of our local community, paying particular attention to the following areas:

- Admissions

- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

We will publish our equality statement on our website annually. This will include our school characteristics and our equality objectives.

These objectives will detail how we will ensure equality is applied and where we find evidence that other areas have a significant impact on any particular group we will include work in this area.

We also recognise that our work on equality is central to the successful promotion of fundamental British Values, especially in relation to the values of respect and tolerance and the rule of law. We will therefore ensure that our curriculum helps to prepare children for life in modern Britain and that we work proactively to address all forms of prejudice and discrimination, including derogatory and discriminatory language. We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Cover equality issues in our curriculum as part of our focus on pupil's spiritual, moral, social and cultural (SMSC) development
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult experts
- Strive to ensure that society will benefit
- Fully support and ensure we adhere to Lewisham's Pledge for Racial Equality: https://lewisham.gov.uk/myservices/education/schools/pledge-to-tackle-race-inequalities-in-education

Roles and responsibilities

School Community	Responsibility
Governing Body	• Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. • Monitoring progress towards achieving equality objectives.

	• Publishing data and publishing equality objectives. Ensuring that staff have access to appropriate training and resources.
Head Teacher	As above including: • Promoting key messages to staff, parents and children about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. • Ensuring that all of the school community receives adequate training to meet the need of delivering equality, including pupil awareness. • Ensure that all staff are aware of their responsibility to record report, and respond appropriately to prejudice related incidents.
Senior leadership Team	To support the Head as above • Ensure fair treatment and access to services and opportunities. • Ensure that all staff are aware of their responsibility to record, report and respond appropriately to prejudice related incidents.
Teaching Staff	• Help in delivering the right outcomes for children. • Uphold the commitment made to children and families on how they can be expected to be treated. • Design and deliver an inclusive curriculum. • Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents.
Non -Teaching Staff	• Support the school and the governing body in delivering a fair and equitable service to all stakeholders. • Uphold the commitment made by the head teacher/principal on how pupils and parents/carers can be expected to be treated. • Support colleagues within the school community. • Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents.
Families	• Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. • Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.
Children	• Supporting the school to achieve the commitment made to tackling inequality. • Uphold the commitment made by the head teacher on how children and families, staff and the wider school community can be expected to be treated.

Local Community Members	• Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these • Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.

Monitoring and review

Every year, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.

Links to other policies

- Annual equality statement
- SMSC overview
- Anti-Bullying
- Behaviour
- SEND
- Whistleblowing

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