



St Martin's School Equality, Diversity and Inclusion Policy



Introduction

At St Martin's we recognise and value the importance of diversity and are proud of our multi-cultural community. We are committed to equal opportunities and avoiding all forms of discrimination, as laid out in the Equality Act 2010.

We take seriously our responsibility to: ensure positive attitudes of inclusion, value linguistic diversity, challenge stereotypes and raise awareness of inequalities within society. We undertake reasonable adjustments to ensure that all St Martin's pupils and prospective pupils are enabled to participate fully and reach their individual potential.

We understand that direct and indirect discrimination might take place and therefore the need for a positive and effective Equal Opportunities Policy to be implemented.

Policy Aims

This policy applies to all pupils, staff, parents and members of our school community. It aims to ensure that:

- All members of the school community feel supported, included and valued as an individual;
- That all individual background, language, culture, race, religious beliefs and individual characteristics are valued;
- We develop an understanding of, and promotion of, diversity, human equality and equal opportunities;
- The individual needs of all our pupils, including those who are disabled or have special education needs, are met and that reasonable adjustments are made for them;
- There is equality of opportunity throughout the school, both for adults and children;
- There is equal access to the curriculum and extra-curricular activities for all pupils in our care to strive to reach their full potential;
- Everyone takes responsibility for their behaviour and relationships with others;
- All members of the school community are clear about our stance on equal opportunities, diversity and inclusion.
- We are compliant and reflective of the current laws and regulations.

General Principles

The school adheres to the Equality Act 2010 and action will be taken to prevent, and respond to incidents of inappropriate discrimination, harassment and victimisation, in particular because of differences which arise out of 'protected characteristics' including age, disability including special educational needs, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex, and sexual orientation.

Equality of opportunity permeates the whole school organisation and culture and is reflected in the school curriculum. The school is committed to a programme of educational inclusion.

We will not discriminate, harass or victimise a pupil, ex-pupil or potential pupil. This includes the way we admit a pupil, provide education, offer access to any benefit, facility or service or by excluding a pupil or subjecting them to any detriment.

All forms of discrimination by any person will be treated seriously since all such behaviour is unacceptable.

All employees and potential employees have the right to be treated without discrimination and provided with equal opportunity particularly in relation to recruitment, promotion and continued professional development.

St Martin's School community responsibilities

We recognise that a positive approach to equality, diversity and inclusion involves the whole community.

All parent and carers, regardless of ethnic background, disability, gender or socioeconomic background are welcome and will be encouraged to participate in the life of the school.

We aim to create an environment in which all children and their families and staff feel safe and unthreatened.

We expect all members of our community to foster a positive atmosphere of mutual respect and trust among children, staff and the wider community. Any behaviour that contradicts our whole school approach to equality, diversity and inclusion including verbal remarks, symbols, insignia and badges will be challenged.

Senior leader responsibilities

St Martin's School Governors and Proprietor ensure our equality and diversity policy and practice is kept under review annually.

The Head Teacher is responsible for the Equal Opportunities Policy, the equality statement and for delegating responsibilities and tasks to other staff.

The Head Teacher will review this policy annually and develop as appropriate.

The Head Teacher is responsible for ensuring that this policy is published on its website, and that the information contained within it is accurate and accessible to all those in the school community and wider public who want to see it.

The Head Teacher must ensure that the policy is known and understood by staff, children and parents.

The senior leadership team will provide training on equal opportunities and diversity for staff.

The senior leadership team are responsible for ensuring equal opportunities in the curriculum.

All senior leaders involved in recruitment, performance management and staff continued professional development, will ensure that the school's safer recruitment policy and the elements of this policy relating to appointing staff members and staff development are applied.

Pupil responsibilities

All our children have a right not to experience behaviour which offends anyone on the grounds of a 'protected characteristic'.

All pupils are expected to treat one another with tolerance, respect and kindness.

All pupils are responsible for their words and actions and should use them thoughtfully so as not to cause harm or upset.

Pupils are expected to engage and contribute positively to class discussions about difference, diversity and equality.

Pupils are expected to challenge negative perspectives on differences which arise out of 'protected characteristics' at an age appropriate level.

Pupils are expected to report any behaviour which contradicts the expectations of this policy.

Staff responsibilities

All staff are responsible for following the policy and reporting incidents of unequal treatment to the senior leadership team.

Staff are aware of possible cultural assumptions and bias within their own attitudes.

Staff should be seen to behave in a manner which demonstrates mutual respect to all.

All staff will be sensitive to and, where applicable, provide for cultural and religious requirements, such as dress, diet and events.

Names will be accurately recorded and correctly pronounced - Pupils will be encouraged by staff to accept and respect names from other cultures.

Staff will encourage all children to develop their self-identity, self-esteem and confidence in all areas of their development, including their learning.

Staff have a responsibility to positively portray all aspects of identities children may associate themselves with; prevent pupils from developing unfavourable opinions of bias towards other cultural or racial groups and to challenge any such perspectives, ignorance or feelings of superiority if they arise.

Staff must be aware of the needs of all pupils and accommodate these as fully as possible to enable equal access to opportunities. Where a child's needs are not fully met, staff will inform the SENDCO of the need and shortfall in provision.

Adults should take every opportunity to encourage children to behave appropriately, this includes modelling their own positive behaviour, celebrating positive examples they see and dealing with incidents positively in line with the [behaviour policy](#).

Breaking the conditions of our equal opportunities policy, will be deemed as misconduct and could lead to disciplinary action.

Admissions

Pupils/families will not be discriminated against because of differences which arise out of 'protected characteristics' during the admissions and selection process.

Every effort will be made to ensure that prospective pupils needs are met before, during and after the admissions process.

Access (see also Accessibility Plan)

The SENDCO will consider the needs of and all access requests for pupils and potential pupils to ensure we are making all reasonable adjustments to provision. Staff working with pupils will continually review the suitability of space, equipment and resources to ensure safety and the most suitable provision to enable children to reach their full potential. St Martin's staff will take account of the needs of all community members, including parents and wider family members when planning events and activities. In accordance with the Equality Act, we have an Accessibility Plan to ensure we are continually reviewing and improving access to our school and the curriculum.

Bullying including racism

Every child and employee has the right to dignity and respect. We will not tolerate bullying or harassment.

All staff have a legal duty not to bully or otherwise harass any members of our community any such incident will be dealt with in accordance with disciplinary procedures.

Where staff come across incidents involving racism or bullying they must report these immediately to the Senior Leadership Team member on duty.

All incidents of racism or bullying amongst pupils or any member of our community will be taken seriously, and be dealt with appropriately.

Action will be taken in line with the [Behaviour Policy](#) and will necessitate discussion between the Senior Leader and, if necessary, the parents of the child.

The DfE has published specific guidance on bullying related to 'protected characteristics' which can be accessed [here](#).

Employment

Appointments

Candidates for vacant posts will be assessed against relevant criteria only, i.e. skills, qualifications and experience outlined in the job description and personal specification, in selection for recruitment. People with disabilities will be offered facilities at interviews to enable them to demonstrate their suitability for employment. No job applicant or employee receives less favourable treatment than another on racial grounds. We will not discriminate against disabled people. We will not discriminate directly or indirectly on religious grounds.

In connection with any dealing in relation to age as described in the Employment Equality (Age) Regulations, we will not discriminate in our employment process.

Staff Development

We encourage all our employees to develop their full potential and we will do everything we can to help them to achieve this.

All employees have equal chances of training, career development and promotion. All new staff will undergo rigorous induction training.

Staff development opportunities will be monitored by the senior leadership team. People becoming disabled while in employment will be given positive help to retain their job or to be considered for redeployment if necessary.

Curriculum

All pupils have equal access to the curriculum and extra-curricular activities provided by the school and our external provider partners. Where children may find accessing the provision a challenge, this is identified and the need supported with accessibility arrangements. All staff promote the belief that everyone can and should achieve to their highest potential in all areas of the taught and "hidden" curriculum.

Opportunities for pupil voice including school council, eco council, healthy schools and TfL stars programs ensure that all pupils are heard and valued.

All children will be respected and their individuality and potential recognised, valued and nurtured. Children are actively encouraged to celebrate their individuality and beliefs within their learning and given the opportunity to understand this deeply through self-reflection, discussion and production of personalised work that reflects their identity in a range of subject areas.

The St Martin's curriculum is designed to teach equality, diversity and inclusion for all. With a range of activities covering the national PSHE/RSHE curriculum and British Values, our pupils are encouraged to consider negative impacts of inequality division and consider positive ways to address these issues both personally and more widely in the global community. In Upper School children are taught about the role of the bystander and actions they can safely take to challenge behaviour that makes them uncomfortable.

Our school value 'multi-cultural' is designed to develop respectful awareness of all cultures. We observe major events in the lives of children within our school and community with a view to developing understanding and reducing ignorance. Throughout our curriculum, particularly in RE and philosophy sessions, we consider similarities and differences and celebrate these.

Curriculum content is continually being developed to reflect the characteristics of St Martin's pupils positively (particularly the cohort currently studying the material) to provide inspiring role models the children can identify with.

Extra-curricular activities including playtime provision, offer children opportunities to develop free from prejudice and discrimination, and they are encouraged to enjoy and learn from them equally.

Written by: Mrs Mbah (Headteacher)
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Ratified by: Governors
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(Initial review and then biannual)