



# Equality and Diversity Policy

This policy will be reviewed in full on a two yearly basis.

This policy was reviewed and updated in May 2021

Next review date: May 2023

This policy is reviewed by the Children, Families and Community Committee.

## 1. Our Vision and Aims for Equality and Diversity

At Merton Abbey Primary School, we want every child to love learning and flourish in their personal development. We also want our children to learn the value of helping others to succeed and achieve.

### Vision Statement

At Merton Abbey Primary School, we help children become socially responsible adults who are thriving physically and mentally. They are flourishing as individuals and they see and fully understand the value of helping others to flourish. They are already able to deal with life's challenges with resilience and a well-developed ability to bounce back from setbacks. Our children are well prepared for secondary school, equipped with skills, high achievement and aspirations for their adult life.

In order to meet this aim, we treat everyone fairly, celebrating difference and meeting different needs so that all members of our school community are free to live, learn and achieve their potential.

## 2. Defining Equality and Diversity

### 2.1 Equality

Equality is about fairness and equality of opportunity. Advancing equality of opportunity involves treating people differently. People should not always be treated the same. Some people may need extra help or adjustments to be



part of the school community; this includes teachers, administration, cleaning or catering staff employed at the school as well as pupils/ students, parents and school governors.

Relating to the Equality Act (2010) there are nine *protected characteristics*. These are age, disability, gender reassignment [transgender], marriage / civil partnership, pregnancy / maternity, race, religion and belief (and having no belief), sex (gender) and sexual orientation.

Under the general duty schools must exercise *due regard* in respect of each of the eight protected characteristics (excluding marriage and civil partnership) to:

1. Eliminate unlawful discrimination and harassment
2. Advance equality of opportunity
3. Foster good relations between different groups

## **2.2 Diversity**

Diversity is about valuing people as individuals and learning from our differences. Our differences can be visible and non-visible. By promoting diversity, we can meet different needs creatively and ensure opportunities are available to all and potential is fulfilled. Promoting a diversity friendly school culture, we are able to meet our school's aims and objectives more efficiently.

Culture is about the way we behave towards one another - school governors, all employees in the school, parents, pupils and the whole school community. It is about how we treat one another and respect our differences. Promoting diversity and a diversity friendly culture helps to create a more productive school community.

## **3. Purpose and Scope of the Policy**

This policy sets out Merton Abbey Primary School's commitment to promoting equality and diversity.

We believe that it is our responsibility to promote equality and diversity wider than the nine characteristics (areas) covered by legislation. We work to remove barriers and we will not unfairly discriminate on any grounds.

We do this by:

- Making appropriate changes to teaching resources.
- Accessing Local Authority services
- Supporting children's emotional needs through ELSA work, TaMHS referrals and mentoring
- Providing a curriculum, which promotes positive understanding of different characteristics, recognises the contribution that individuals and groups with protected characteristics make to society, and challenges stereotyping and discrimination.
- Monitoring and reviewing of this policy will take place every two years and will be made accessible through the school website or will be made available in an alternative format as requested.

The policy applies to:

- School Governors
- Staff



- Parents
- Pupils (as appropriate)
- Visitors to the school
- Multi-agency Professionals
- Contractors

#### **4. Roles and Responsibilities**

All members of the school community, governors, staff, pupils, parents and visitors all have a part to play in implementing this policy, promoting diversity and equality, challenging inappropriate behaviour or practice to remove barriers and avoid discrimination.

To promote understanding of this responsibility, we will:

- Ensure all Stakeholders are made fully aware of our Equality and Diversity Policy and how it affects their work
- Ensure pupils and visitors to our school are clear about the expectations relating to our commitment to promoting equality and diversity
- Provide training/ development and updates as appropriate
- Review our equality objectives and actions to ensure all relevant activity remains relevant and meets the identified needs and priorities of our school. In addition, School Governors have responsibility for overseeing, agreeing, monitoring and reviewing of our School's equality objectives, and related activity.

##### **4.1 Breaches of Policy**

Merton Abbey Primary School views any form of discrimination as a serious act of misconduct. Any allegation of a breach in the policy will be investigated by the Head teacher or where appropriate the governing body. This may lead to disciplinary or other appropriate action being taken.

#### **5. Monitoring and review**

Merton Abbey Primary School has specific duties under the Equality Act (2010) to publish information about the diversity of our school community and the work we are doing to promote equality. This information can be found on our School Website <http://www.mertonabbey.merton.sch.uk/>. We will review this information annually.

#### **6. Bullying and Diversity incidents**

##### **6.1 Pupils**

Merton Abbey Primary School believes all pupils should be safe and feel valued for themselves, whatever characteristics they may have. Bullying and harassment of pupils, staff, parents, visitors by pupils on the basis of their identity (including a perceived characteristic, and by association with a protected characteristic) is unacceptable. Incidents will be logged, investigated and appropriate actions taken to prevent future incidents and to support the victim as outlined in the School's Anti-bullying Policy.

##### **6.2 Staff and Governors**



Merton Abbey Primary School views any form of discrimination undertaken by adults as serious acts of misconduct. Any such breaches could result in disciplinary action being taken and in the case of harassment, might call for police involvement.

### 7. Diversity Complaints

Merton Abbey School takes seriously all complaints; where a complaint is related to equality/diversity issues, the school procedure for dealing with complaints will apply. This procedure will be made accessible through the school website or will be made available in an alternative format as requested. Complaints should be made to the Head teacher or the Chair of Governors.

Policy approved May 2021

Signed: \_\_\_\_\_

Chair of Governors

Date: \_\_\_\_\_

Signed: 

Head teacher

Date: 17 May 2021

