



Equality & Diversity Policy

Excellence for All

Policy reviewed/updated	July, 2024
Next update	July, 2025
Committee	Pupils & Personnel Finance & General Purposes
Executive Headteacher	Mr Ben Waldram
Chair of Governors	Mr Pete Cumberland

Revision date	Author of changes	Summary of changes
July, 2024	Ben Waldram	Changed names/roles/dates; added objectives



1. Introduction

- 1.1** At Fernwood Primary & Nursery School we focus on the wellbeing and progress of every child and every member of our school community (staff, parents/carers/guardians and visitors) and recognise that each person is of equal worth and our Equality and Diversity Policy reflects how our school meets the duties as set out in the **Equality Act 2010**.
- 1.2** Our policy also seeks to ensure that we continue to tackle issues of disadvantage and underachievement of different groups.
- 1.3** 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**.
- 1.4** Our approach is based on seven key principles that apply to our whole school community, children, staff, parents/carers/guardians and visitors.
- 1.4.1 Everyone in the whole school community is of equal value.** Whether disabled or not, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, whatever their religious/non-religious affiliation or faith background and whatever their sexual orientation.
- 1.4.2 We recognise, respect and value difference and understand that diversity is strength.** We take account of difference and strive to remove barriers and disadvantages that people may face in relation to disability, ethnicity, gender and gender identity, religion, belief/faith and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit our school.
- 1.4.3 We foster positive attitudes and relationships.** We actively promote positive attitudes and mutual respect between groups and communities different from each other.
- 1.4.4 We foster a shared sense of cohesion and belonging.** We want all members of our school community to feel a sense of belonging within the school and the wider community and to feel that they are respected and able to participate fully in school life.
- 1.4.5 We observe good equalities practice for our staff.** We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion and in continuing professional development.
- 1.4.6 We have the highest expectations of all our children.** We expect that all pupils can make good progress and achieve to their highest potential.



1.4.7 We work to raise standards for all pupils, particularly our most vulnerable including those with a SEN, an economic disadvantage, a safeguarding concern. We believe that improving the quality of education for our most vulnerable pupils raises standards across the whole school.

2. The Equality Act 2010

2.1 The Equality Act 2010 is the foundation on which our legal responsibilities are built. The Act ensures that our children, staff and visitors are protected from discrimination, harassment and victimisation on the grounds of several 'protected characteristics'. This means that our school cannot discriminate or treat people less favourably because of their sex (gender), race, disability, religion/belief or none, gender reassignment, sexual orientation, pregnancy or maternity, marriage and civil partnership and age.

2.2 The Act requires schools to comply with the Public Sector Equality Duty and two specific duties.

2.3 The Public Sector Equality Duty requires schools to:

- a) Eliminate unlawful discrimination, harassment and victimisation
- b) Advance equality of opportunity between different groups
- c) Foster good relations between different groups.

2.4 The Act also has two specific duties.

- a) Schools publish information to show compliance with the Equality Duty
- b) Schools publish Equality Objectives at least every four years.

2.5 The duties are listed in section C. Other statutory documents of the DfE's document entitled [Statutory policies for schools: Advice on the policies and documents that governing bodies and proprietors of schools are required to have by law](#). are required to have by law.

3. Meeting the Public Sector Equality Duty

3.1 The following list is not exhaustive and schools should amend/add as they consider appropriate. These should be used to inform the school's equality objectives and actions in appendix 1. It is expected that schools will identify key priorities, informed by qualitative and quantitative analysis, and developed further over the four-year cycle.

3.2 Schools can obtain further support and information from the City Council's Equality and Employability Team by emailing them at equalities@nottinghamcity.gov.uk.

3.3 Schools should address the following points when considering their objectives and actions:

3.3.1 What we are doing to eliminate discrimination, harassment and victimisation

Friendship • Respect • Inclusion • Enthusiasm • Nurture • Determination



- We take account of issues of equality in relation to admissions and exclusions
- We work towards ensuring that reasonable adjustments are made for disabled people
- We actively promote equality and diversity through the curriculum
- Every relevant policy will link in and make reference to the school's Equality and Diversity Policy
- We work towards creating an environment that champions respect for all
- We ensure that staff employment, training and promotion is based on principles of equality
- We will continue to oppose all forms of prejudice, including, racism, antisemitism, Islamophobia, homophobia, transphobia, biphobia, sexism, ageism and disablism.

3.3.2 What we are doing to advance equality of opportunity between different groups

We know the needs of our school population and collect and analyse data e.g. gender, disability and ethnicity by year group in order to inform planning and identify targets for improvements particularly between specific groups of children e.g. disabled children.

3.3.3 What we are doing to foster good relations

- We prepare our pupils for life in a diverse society by ensuring that curriculum activities promote the spiritual, moral, social and cultural development of pupils
- We teach about difference and diversity and the impact of stereotyping, prejudice and discrimination through PSHE and citizenship and across the curriculum
- We promote a whole school ethos and values that challenge prejudice based discriminatory language, attitudes and behaviour
- We provide opportunities for pupils to appreciate their own culture and celebrate the diversity of others.

3.4 Meeting the specific duties

3.4.1 What we are doing to show compliance to the Public Sector Equality Duty (PSED)

We evaluate our success in meeting the PSED by the extent to which we achieve improved outcomes for the different groups within our school. We produce equality data which informs our Equality Objectives.

3.4.2 What we are doing re: Equality Objectives

Our objectives for 2024-25 (appendix 1) are described in our School Action Plan. Our Equality Plan is reviewed annually as a part of our Action Plan, which is annually updated on the website. This year this involves work on Diversity across the curriculum and the establishing of our Focused provision for children with high levels of SEND.

3.4.3 Consultation

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- In order to meet the PSED, consultation of the Policy should be undertaken with the whole school community.

4. Roles and Responsibilities

4.1 **Governing Body**

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented. A member of the governing body Fernwood Primary & Nursery School has a watching brief regarding the implementation of this policy.

4.2 **Executive Headteacher and Leadership Team**

The Executive Headteacher and Leadership Group is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

4.3 **Teaching and support staff**

All teaching and support staff will:

- Promote an inclusive and collaborative ethos in their classroom
- Challenge prejudice and discrimination
- Deal fairly and professionally with any incidents of victimisation, discrimination, harassment and prejudice
- Keep up-to-date with equalities legislation relevant to their work
- Support different groups of pupils through differentiated planning, teaching and making reasonable adjustments for disabled pupils and those for whom English is not a first language.

4.4 **Breaches**

Breaches will be managed by the Executive Headteacher and Governing body.

4.5 **Monitoring and Evaluation**

We will collect and analyse qualitative and quantitative data relating to the implementation of this policy to monitor its effectiveness and will review and amend when necessary.



APPENDIX 1

Equality & Diversity Objectives

Objectives	Date Set	RAG	Comments
To set up our new build Enhanced Provision to effectively meet the needs of the children with complex needs who will access the provision	Sept, 2022		
To ensure all staff who work within the provision have relevant, knowledge and training	Sept, 2022		
To work with the Local Authority to ensure the needs of the 4 LA pupils can be effectively met within the provision (2 for the academic year 2022-23)	Sept, 2022		
To ensure the old Lighthouse provision is used effectively to support the teaching and learning of vulnerable pupils within the school	Sept, 2022		
To ensure the diversity of the school is reflected through resources/displays and the curriculum	Sept, 2022		