



Manor Farm Community Infant  
School

# **Equality, Diversity, and Inclusion Policy**

At Manor Farm Community Infant School, we work hard to eliminate direct and indirect discrimination, harassment and victimisation; advance equality of opportunity; and foster good relations between all those within our school community. We do this with regard to the nine protected characteristics listed in the Equality Act 2010. These characteristics are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

**A glossary which defines these terms and additional terms related to equality, diversity and inclusion can be found in Appendix 1.**

Our duties under the Equality Act also 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.

The Education and Inspections Act 2006 requires us to promote community cohesion and at Manor Farm Community Infant School we work towards a society in which there is a common vision and sense of belonging by all communities; a society in which the diversity of people's backgrounds and circumstances is appreciated and valued; a society in which similar life opportunities are available to all; and a society in which strong and positive relationships exist.

Our commitment to equality, diversity and inclusion is reflected in our school policies and procedures, especially those related to (but not limited to):

- accessibility
- behaviour
- anti-bullying
- uniform
- PSHE
- Special Educational Needs
- home-school agreements

## Our school ethos and values

### Aims and Values

- To value each member of the school community
- To foster a sense of self-esteem and enable everyone to fulfil their potential in a caring, disciplined, challenging and stimulating environment
- To recognise and celebrate children's talents, creativity and achievements
- To develop understanding and respect for all people, promoting high standards of courtesy, consideration and behaviour
- To offer a broad and balanced range of learning experiences both inside and outside the classroom, which includes moral, spiritual, emotional, cultural, practical, creative, physical and social education
- To enable pupils to become literate and numerate and to acquire the necessary knowledge, skills and attitudes relevant to their future lives
- To encourage pupils to take pride in their school and to be aware of its place in the wider community
- To promote enjoyment and happiness for all by making learning meaningful, fun and creative
- To build a positive home/ school partnership

## Shared Philosophy and Vision

Our philosophy of education states that an effective school should:

- Have a positive ethos
- Value all individuals and groups by having a commitment to inclusive educational principles
- View the school as part of the wider community
- Recognise that all members of the school community are involved in personal learning
- Believe that learning is a collaborative and social process
- Embed values and attitudes which foster and encourages teaching and learning
- Promote and nurture creativity, independent thinking skills and emotional intelligence
- Provide the opportunity for every pupil to learn and develop as a whole person; including personal, social, emotional, aesthetic, physical and academic development

We consider it is important that:

- The school has shared common goals and aims
- We listen and recognise that there is always room for improvement
- We raise standards and thereby equip pupils for adult life and life-long learning
- The school community works as a team to provide for the needs of all the children in our care

Our vision is that we:

- maintain high standards of achievement for all pupils
- achieve all targets as outlined in school improvement plan
- support children in growing up to lead safe, happy, healthy and successful lives

## Fulfilling our public sector equality duty

### **How we eliminate discrimination, harassment and victimisation:**

Manor Farm Community Infant School does not tolerate direct or indirect discrimination, harassment or victimisation of anyone within our school community, and we are opposed to all forms of prejudice.

- The school has robust procedures for dealing with prejudice-related incidents and all staff receive training on these. All incidents are recorded, and this data is

shared with the governing body and analysed so that any trends can be identified, and action plans put in place. Further information on these procedures can be found in the Behaviour Policy.

- The Behaviour Policy outline the procedures for reporting and responding to incidents of discrimination, harassment and victimisation experienced by staff
- The Complaints Policy outlines the procedures for reporting and responding to incidents of discrimination, harassment and victimisation experienced by parents and carers and the wider school community.

**How we advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it:**

Treating people equally does not mean treating them all the same. We recognise that people have different needs, different experiences, different outlooks and face different barriers to achieving positive outcomes.

- We collect and monitor data broken down by different protected characteristics in order to identify inequalities and disparities within our student population in terms of:
  - Progress and attainment
  - Admissions
  - Attendance
  - Rewards, sanctions and exclusionsand within our staff population in terms of:
  - Recruitment, retention, training and promotion
  - Capability, disciplinary and complaints

We employ appropriate interventions where necessary in order to address disparities. Please see our Equalities Objectives and Action Plan for further details.

- We consult widely with a range of groups and individuals to ensure that those who are affected by a policy or activity are consulted in the design of new policies, and in the review of existing ones.
- We assess all of our policies and procedures to ensure that no individuals or groups are disadvantaged and to identify opportunities for positive action.
- We make reasonable adjustments to ensure that the school environment and its activities are as accessible and as welcoming as possible to all, in some cases treating disabled people more favourably than non-disabled people where necessary. Please see our Accessibility Plan for further information.
- We ensure that students' work is differentiated appropriately, and that the curriculum is accessible to all students.
- We respect the religious beliefs and practice of staff and students and comply with reasonable requests relating to religious observance and practice.
- We take all reasonable steps to ensure the wellbeing and inclusion of transgender staff and students, including those who transition during their time at the school.

**How we foster good relations between persons who share a relevant protected characteristic and persons who do not share it:**

- We ensure that our curriculum offers opportunities to learn about people with a diverse range of identities.

- We teach our students to recognise and challenge stereotypes and prejudice and to value difference.
- We ensure that our resources challenge stereotypes and reflect the diversity of society.
- We take positive action to ensure that people with a range of different identities engage with our school community for example guest speakers, arts groups, school governors, parent/carer helpers etc.
- Our behaviour policy includes a requirement to respect other people and their different identities.
- We take steps to ensure diversity in our student council, governing body and staff team.
- We celebrate diversity at every opportunity and hold regular assemblies and events celebrating diversity throughout the year.

## Responsibilities

### **The governing body is responsible for ensuring that:**

- The school complies with all equalities legislation relevant to the school community, and that this policy and its related procedures and action plans are implemented.
- A member of the governing body has a watching brief regarding the implementation of this policy.
- The school and governors carry out equalities impact assessments on all other policies.

- All available data is used to consider equalities issues and to ensure adjustments to school policies and practices are made, including positive action where necessary.

**The head teacher and senior management are responsible for:**

- Overseeing the implementation of the Equality Policy.
- Ensuring that all who enter the school are aware of, and comply with, the Equality, Diversity and Inclusion Policy.
- Ensuring that staff are aware of their responsibilities and are given relevant training and support.
- Taking appropriate action in any cases of discrimination, harassment, victimisation and bullying.
- Regularly reviewing data related to prejudice-related incidents and taking necessary steps to reduce occurrences of incidents within the school.

**All staff are responsible for:**

- Refraining from engaging in behaviour that constitutes discrimination, harassment, victimisation or bullying.
- Understanding and complying with the Equality, Diversity and Inclusion Policy.
- Contributing to the action plan attached to the policy.
- Making reasonable adjustments to ensure disabled students do not experience discrimination or exclusion.



- Dealing with prejudice-related incidents, following the specific procedure.
- Attending training sessions as necessary to carry out this policy and keep up to date with equalities legislation.
- Challenging bias and stereotyping.
- Promoting an inclusive and collaborative ethos.

**All parents/carers are responsible for:**

- Refraining from engaging in behaviour that constitutes discrimination, harassment, victimisation or bullying.
- Understanding the ethos of the school and complying with the school's Equality, Diversity and Inclusion Policy.
- Ensuring that they and the young people that they are responsible for meet the expectations set out in the home-school agreement.

**All visitors are responsible for:**

- Refraining from engaging in behaviour that constitutes discrimination, harassment, victimisation or bullying in their engagement with the school.
- Complying with the school's Equality, Diversity and Inclusion Policy.

**All students are responsible for:**

- Refraining from engaging in behaviour that constitutes discrimination, harassment, victimisation or bullying.

- Understanding the ethos of the school and complying with the school's Equality, Diversity and Inclusion Policy.
- Reporting prejudice-related incidents;
- Understanding, valuing and celebrating diversity.
- Challenging stereotypes and prejudices.

## Equality Objectives and Action Plan

In order to fulfil its Public Sector Equality Duty the school collects equality information on pupils and staff.

Using this information, the school analyses the following in terms of protected characteristics:

- Student admissions
- Student attendance
- Student performance/achievement
- Student sanctions
- Student rewards
- Staff recruitment, retention and promotion
- Staff disciplinary and capability proceedings
- Records of prejudice-related incidents
- Complaints by parents and carers

The school also conducts surveys with staff, pupils and parents and carers to identify areas that they feel the school is doing well and areas for improvement.

This information is used to identify any discrepancies between people from different groups and to identify equality objectives. The school shares this information with Governors on an annual basis.

The school identifies any equality training needs within our staff by observations, feedback, discussions or matters arising. These needs will be addressed, and this may also inform our Equality Objectives.

Our equality objectives may also take into account national and local priorities and issues as appropriate. They are devised in consultation with school governors and are integrated into the school improvement plan. We keep the objectives under review and report annually on our progress towards achieving them.

**Our current Equality Objectives and Action Plan are attached as Appendix 2.**

## Equality Impact Assessments

All school policies are regularly assessed for their impact on different groups of people with shared protected characteristics. This ensures that our policies, practices and decision-making processes are fair and do not discriminate against any particular groups. It also enables us to consider ways to proactively advance equality.

## Breaches of this policy

Breaches of this policy will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the headteacher and governing body.

Ratified by the governing body:

Accepted on: 16 November 2023

Due for review on 16 November 2024

## Appendix 1: Glossary

<b>Antisemitism</b>	A certain perception of Jews, which may be expressed as hatred toward Jews.
<b>Biphobia</b>	Prejudice or negative attitudes, beliefs or views about bisexual people.
<b>Cisgender</b>	Someone whose gender identity is the same as the sex they were assigned at birth.
<b>Disability</b>	A physical or mental impairment, which has a substantial and long-term adverse effect on someone’s ability to carry out typical day-to-day activities.
<b>Discrimination</b>	<p>This can be direct: When someone is treated less favourably than another person or other people because:</p> <ul style="list-style-type: none"> <li>they have a particular protected characteristic</li> <li>someone thinks they have that protected characteristic (discrimination by perception)</li> <li>they are connected to someone with that protected characteristic (discrimination by association)</li> </ul>

	Or indirect: There is a policy that applies in the same way for everybody but disadvantages a group of people who share a protected characteristic.
<b>Gender identity</b>	Someone's internal sense of their own gender, whether man, woman or some other gender. This may or may not align with their assigned sex.
<b>Gender reassignment</b>	If someone is proposing to undergo, is undergoing or has undergone a process (or part of a process) to change sex and/or gender. This might involve medical intervention, but it can also mean changing names, pronouns, dressing differently and living in their self-identified gender.
<b>Harassment</b>	Unwanted conduct, related to a relevant protected characteristic, which violates a person's dignity and/or which creates an intimidating, hostile, degrading, humiliating or offensive environment for that person.
<b>Homophobia</b>	Prejudice or negative attitudes, beliefs or views about lesbian, or gay people.
<b>Islamophobia</b>	A type of racism that targets expressions of Muslimness or perceived Muslimness. Further information <a href="#">here</a> .
<b>Prejudice-related incident</b>	Any incident which is perceived to be prejudice-related by the victim or any other person.

<b>Race and ethnicity</b>	Includes skin colour, nationality and ethnic or national origins.
<b>Racism</b>	Prejudice or negative attitudes, beliefs or views about someone based on their skin colour, nationality, ethnic or national origin.
<b>Reasonable adjustments</b>	<p>Taking reasonable steps to remove disadvantages faced by disabled people by:</p> <ul style="list-style-type: none"> <li>changing provisions, criteria or practices</li> <li>changing or removing a physical feature or providing a reasonable alternative way to avoid that feature</li> <li>providing auxiliary aids</li> </ul>
<b>Religion or belief</b>	<p>Religion is a formalised system of belief that aims to relate humanity to spirituality. Beliefs included are philosophical beliefs, which are considered to be similar to a religion.</p> <p>We include people who have no religion or a lack of belief.</p>
<b>Sex</b>	Whether someone is male, female or intersex.
<b>Sexism</b>	Prejudice or negative attitudes, beliefs or views about someone based on their sex.
<b>Sexual orientation</b>	Who someone is emotionally, mentally, and physically attracted to in relation to their sex/gender, this includes heterosexual, lesbian, gay, bisexual, pansexual and asexual.

<p><b>Transgender</b></p>	<p>An umbrella term to describe people whose gender identity differs from what is typically associated with the sex they were assigned at birth.</p>
<p><b>Transphobia</b></p>	<p>Prejudice or negative attitudes, beliefs or views about transgender people including refusal to accept their gender identity</p>
<p><b>Victimisation</b></p>	<p>Treating someone badly because they are:</p> <p>making a claim or complaint of discrimination</p> <p>helping someone else to make a claim by giving evidence or information</p> <p>Or because they intend to do so.</p>





## Appendix 2: Equality Objectives and Action Plan

<b>Objectives</b>	<b>Actions</b>	<b>Staff member</b>	<b>Success criteria</b>
To monitor and analyse the attainment levels of all pupils to ensure that these are maintained at expected levels regardless of ethnicity, religion, disability or gender.	Monitor and analyse progress and attainment data to identify any pupils who are not maintaining expected standards in their learning.	Headteacher  Equalities Governor	All pupils, regardless of ethnicity, religion, disability or gender reach their full potential and flourish.
To enhance and enrich our curriculum to support, advance and celebrate diversity, promoting cultural development and understanding with opportunities for children to encounter positive, diverse images in all aspects of their learning, which will give them a deeper knowledge and understanding of the race and cultures that make up our diverse society.	<ul style="list-style-type: none"> <li>• Ensure that subject areas reflect cultural diversity and respect for others</li> <li>• Use RE and PSHE as models for best practice in developing an inclusive curriculum</li> <li>• Use multi-cultural resources to ensure pupils enhance their understanding of different religions and cultures</li> <li>• Make use of positive role models in the classroom to develop respect for diversity within the community</li> </ul>	Subject Leaders  Headteacher	All pupils can demonstrate an understanding of diversity and have an awareness of how diversity enriches our own lives.

<p>To support pupil's mental health and wellbeing so that children are resilient and access their learning.</p>	<ul style="list-style-type: none"> <li>• Intervene early to create a safe and calm educational environment and strengthen resilience before serious mental health problems occur</li> <li>• Signpost key pupils showing signs of EBSA to Bucks mental health team</li> <li>• Use trained ELSA staff to support children</li> <li>• Deliver Jigsaw curriculum to aid class discussions around mental health and wellbeing</li> <li>• Have discussions around mental health in class, assemblies, staff meetings and SLT</li> </ul>	<p>Subject Leaders</p> <p>Headteacher</p> <p>Teaching staff</p> <p>ELSA Led</p>	<p>All pupil's mental health and wellbeing is well supported. Children / families are signposted to accordingly.</p>
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Last updated: 08 November 2023

By: J Woodhead and K Boyd

