



Equality and Diversity Policy

1. Our Vision and Aims for Equality and Diversity

At Wootton St Andrew's we aim to create a positive, stimulating, fun and safe environment for all. We value the opinions and beliefs of all individuals through open communication and we all strive to be creative, curious and confident by teaching and learning of the highest standard. We believe that everyone is entitled to live and work in an environment free from discrimination and abuse of any kind.

'We will treat everyone at Wootton St Andrew's fairly, celebrate difference and meet different needs so that all members of our school community are free to live, learn and enjoy'

We are committed to:

- Tackling discrimination on the grounds of age, disability, gender identity (gender reassignment and transgender), marriage/civil partnership, pregnancy and maternity, race, religion or belief (or having no belief), sex (gender) or sexual orientation
- Advancing equality of opportunity
- Creating good relations between different groups

2. Defining Equality and Diversity

2.1 Equality

Equality is about fairness and equality of opportunity and advancing equality of opportunity involves treating people differently. People should not 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 nine 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. Promoting diversity we can meet different needs creatively to 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 Wootton St Andrew'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:

- Supporting all children with special educational needs, including those on the autism spectrum
- Making appropriate changes to teaching resources as and where required
- Supporting children, families and adults who may experience mental health problems at some point in their lives
- 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 this policy will take place annually and it will be made accessible via the school website or will be available in an alternative format as requested.

The policy applies to:

- School governors
- Staff
- Parents
- Pupils (as appropriate)
- Contractors
- Visitors to the school
- Multiagency Professionals

4. Roles and Responsibilities

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

To promote understanding of this responsibility Wootton St Andrew's will:

- ensure that 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.

5. Breaches of Policy

Wootton St Andrew's views any form of discrimination as a serious act of misconduct. Any allegation of a breach in the policy will be investigated by the Senior Leadership team and/or the Chair of Governors. This may lead to disciplinary or other appropriate action being taken.

6. Monitoring and review

Wootton St Andrew's 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. We will review this information annually.

7. Bullying and Diversity incidents

7.1 Pupils

Wootton St Andrew's believes all pupils should be safe and feel valued for themselves, whatever characteristics they may have. Bullying and harassment of pupils, staff, parents, visitors and/or contractors 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 anti-bullying policy (found in Behaviour Policy).

7.2 Staff and Governors

The council and Wootton St Andrew's view 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.

8. Diversity Complaints

Wootton St Andrew's takes seriously all complaints; where a complaint is related to equality/diversity issues, the school procedure for dealing with complaints is to follow the complaints procedure outlined in the Complaints Policy available on request at the school office. Complaints should be made to the Headteacher Ruth Zaitschenko or the Chair of Governors, Revd Alan Wright.

Approved by: Headteacher: R.Zaitschenko
Chair of Governors: Rev.A.Wright
Governors: K.Hewson, A.Morgan

Date Approved: January 2025
Review Date: January 2026