



# **Althorpe and Keadby Primary School Equality and Diversity Policy**

**Approved by:** Althorpe and Keadby Primary School Governing Board

**Date approved:** September 2025

**Review Date:** September 2026

**Reviewed By:** Mrs F Sorbie and Mrs L Fox and H+S Committee

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

'We will treat everyone at Althorpe and Keadby Primary School fairly, celebrating difference and meeting different needs so that all members of our school community are free to live, learn and enjoy.

- The school will tackle discrimination on the grounds of age, disability, gender identity (gender reassignment and transgender), pregnancy and maternity, race, religion or belief, sex (gender) or sexual orientation.
- All will have equal opportunities in all areas of school life. Althorpe and Keadby Primary School will encourage and support good relationships 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 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. Promoting diversity we can meet different needs creatively to ensure opportunities are available to all and potential 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

The policy sets out Althorpe and Keadby Primary Schools' commitment to promoting equality and diversity.

We do this by:

- Encouraging all pupils to participate and adapting the school building / routine to cater for individual pupils and to have equality of access. (Ramps, toilet facilities / use of different toilets/specific interventions).
- 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 and reporting annually on progress in the information we publish to evidence how we are meeting the requirement of the public sector equality duty.
- Undertaking other activities and measures as outlined in this policy document, our published information and other relevant documents. Such as:
  - ❖ Flexible – temporary issues – collection estranged parents
  - ❖ Specific activities to suit individuals/small groups – fishing, gardening
  - ❖ Access to school

- ❖ Toilet facilities
- ❖ After School clubs and activities accessible to all
- ❖ Curriculum is accessible to all
- ❖ Extra adults in classes to support individual pupils.
- ❖ Supporting families with extra needs.
- ❖ Provide information – accessible to all

The policy applies to:

- School governors
- Staff
- Parents
- Pupils
- Contractors
- Visitors to the school

#### **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 Althorpe and Keadby Primary School will:

- Ensure governors, staff, parents and contractors 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 / relevant committee have responsibility for overseeing agreeing, monitoring and reviewing of our school's equality objectives, and related activity.

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

Althorpe and Keadby 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 Headteacher. This may lead to disciplinary or other appropriate action being taken.

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

Althorpe and Keadby Primary School has specific duties under the Equality Act to publish information about the diversity of our school and the work we are doing to promote equality. This information can be found on our school website [www.althorpekeadbyprimary.co.uk](http://www.althorpekeadbyprimary.co.uk). We will review this information annually.

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

#### **6.1 Pupils**

Althorpe and Keadby 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 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.

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

The LA and Althorpe and Keadby Primary School 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.

### **7. Diversity Complaints**

Althorpe and Keadby Primary School takes seriously complaints; where a complaint is related to equality/diversity issues, the school procedure for dealing

with the complaints will apply. Complaints should be made to Mrs Sorbie, Headteacher or the chair of governors / diversity lead.