



Equality, Diversity & Inclusion Policy

December 2024

Next Review: December 2027

Approved by: Governing Body

Introduction

This policy covers Glade Hill's approach to Equality, Diversity and Inclusion (EDI). It covers both the legal requirements and our school aspirations, which go above and beyond this.

The policy applies to all employees, pupils, contractors, agency staff, volunteers and governors.

All these groups have a personal responsibility to be aware of the content of this policy and to abide by it at all times. This policy and all associated initiatives should be implemented and promoted by all individuals. EDI must be considered and demonstrated in all aspects of life at Glade Hill Primary School so it becomes embedded in everything we do.

Overview

Glade Hill Primary School recognises that providing equity of opportunity, achieving diversity and continuously working towards ensuring an inclusive working environment are vital to our success.

We are committed to providing this for all employees, pupils and the Glade Hill Community, and value every contribution, regardless of age, disability, gender identity/reassignment, gender dysphoria, transgender, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation.

We will not discriminate because of any irrelevant factor and will build a culture that values meritocracy, openness, fairness and transparency.

This policy aims to support the implementation and embedding of a culture of fairness and inclusion for all and it is our aspiration to build a culture where difference is valued, understood and respected.

Definitions

What is Equity and Equality?

Equity is about ensuring that every individual has an equal opportunity to make the most of their lives and talents. No one should have poorer life chances because of the way they were born, where they come from, what they believe, or whether they have a disability. Equality recognises that historically certain groups of people have experienced discrimination. These groups are protected under the Equality Act 2010. There is a need to actively manage the working and learning environment to ensure that people experience the environment and have access to opportunities in a fair and equal way.

The Equality Act 2010 prohibits all employers and providers of education, from discriminating against, harassing or victimising individuals with protected characteristics. The **protected characteristics** under the Equality Act 2010 are:

- Age
- Disability

- Gender Reassignment
- Marriage & Civil Partnership
- Pregnancy & Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

What is Diversity?

Diversity refers to the differences between people. Whilst the Equality Act 2010 legislates in relation to the 9 protected characteristics, there are many other ways in which people differ. Everyone should be treated with respect and we will not tolerate any discrimination or harassment in relation to any of our differences. These differences can be visible or non-visible and include, amongst other things, socio-economic background, personality and accent. We believe that a diverse workforce enables us to be more productive, effective and in a position to meet the needs of children more effectively.

What is Inclusion?

Inclusion is the goal we seek. People are included when they feel able to fully participate, contribute their skills and reach their potential. Inclusion acknowledges that we are all different and is an active process by which we constantly challenge our culture, policies, processes and personal behaviours to ensure they enable all of us to participate.

Roles and Responsibilities

Everyone has an impact on how inclusive our school is. Whilst different groups have specific responsibilities in relation to this policy, everyone needs to demonstrate the following behaviours to support an inclusive culture.

Expected Behaviours: We are Golden and We SPARKLE

- Take care of everyone and everything – challenge all inappropriate behaviour you experience or witness.
- Take care of everyone and everything - Be open, reflective and willing to change your approach if your behaviour is challenged as discriminatory or inappropriate.
- Take care of everyone and everything - Create an environment where others feel comfortable raising sensitive issues with you.
- Show good manners at all times – treating others with respect and fairness.
- Show good manners at all times - Learn about the lived experiences of people who are different from you. Not everyone will experience the world in the same way you do.
- Follow instructions straight away

The Governing Body should be aware of the importance of equality, diversity and inclusion. All governors should be alert to the need to identify any instances of discrimination or harassment and make sure that these are followed up in line with the contents of this policy. The Governing Body also have a role in ensuring the Headteacher and staff are implementing the policy, and that the policy is reviewed at a defined interval.

The School Leadership Team (SLT) holds responsibility for reviewing this policy and achieving its aims. As it is responsible and accountable for the development of diversity and equality awareness within the school, all members of the SLT will ensure that they lead by example and monitor the work of their teams.

All managers are responsible for implementing and enforcing this policy and ensuring that their teams are aware of their responsibilities. Managers will promote, respect and encourage each member of their team to reach their full potential as well as deal appropriately with any breach of the policy; ensure that this policy and the values underlying it are actively employed in all aspects of care, education and treatment of others, actively monitoring the environment and engaging with staff to understand whether people feel safe and included, taking proactive steps where this is not the case.

All staff and members of the school community (including children and parents/carers) have a duty to engage the principles of this Policy and act in accordance with it, behaving in a way that is respectful of others. Staff and all members of the school community should understand how to challenge or report any inappropriate behaviour in a respectful, professional and appropriate way, should they feel they, or any other person, are being treated unfairly.

Commitments

All recruitment and selection activities must be in accordance with Nottingham City Council guidance. Recruitment activities will be based on a clear job description and person specification that have been signed off by the Headteacher. Job applicants who disclose a disability must be invited to interview if they meet the minimum requirements for the job and reasonable adjustments should be made to the selection process to ensure fair participation. The Equality Act 2010 allows the School to take **positive action** to deal with underrepresentation in the workforce. Analysis of Equal Opportunities Monitoring Questionnaires enables identification of under-representation in the workforce. Staff are encouraged but are not compelled to share their demographic data, to help ensure action can be taken to improve the diversity of the workforce. Positive action can include a range of measures to support the careers of people from underrepresented groups. The school will not positively discriminate with the aim of redressing underrepresentation and all recruitment and promotion decisions will be taken on the basis of merit.

Reasonable Adjustments: The School is committed to being an organisation which understands the effects of disability, and provides effective support so that disabled employees and pupils are able to perform to the best of their ability. For pupils this includes a commitment to providing reasonable adjustments so they can access the full curriculum and opportunities within school. This also means ensuring that employees, parents/ carers and pupils have the opportunity to discuss and request reasonable adjustments, and that managers will ensure that any agreed adjustments are put in place promptly.

Links to other Policies

This Policy should be read in conjunction with other policies and procedures including the Anti- Bullying Policy, Attendance and Absence Policy, Behaviour Policy, Health and Safety Policy, Mental Health and Wellbeing Policy, Relationships, Safeguarding and Child Protection Policy, Sex and Health Education Policy and SEND Policy.

Action Plan

We also have an action plan that is updated yearly and can be viewed on request.