COGNITA

Equality and Diversity Policy

September 2021

1 Purpose

1.1 We recognise our responsibilities under the Equality Act (2010) to eliminate discrimination and to promote good relations between children, staff and parents.

1.2 We aim to provide all pupils, regardless of age, sex, race, disability, religion or belief, or sexual orientation, gender reassignment, pregnancy or maternity, equal access to all aspects of school life and work to ensure that every child is valued as an individual.

1.3 Practitioners, as role models, are aware of the influence of adults in promoting positive attitudes and use that influence to challenge stereotypical ideas.

1.4 Our aim is to equip pupils with an awareness of our diverse community and to appreciate the value of difference. Discrimination is not acceptable.

1.5 Pupils' names will be accurately recorded and correctly pronounced. Pupils will be encouraged by staff to accept and respects names from other cultures.

1.6 All forms of discrimination by any person will be treated seriously since all such behaviour is unacceptable. Symbols, insignia and badges which indicate otherwise will not be worn. Staff are aware of possible cultural assumptions and bias within their own attitudes.

1.7 The school values linguistic diversity positively. Pupils and parents will feel that their language spoken at home is valued.

1.8 In all staff appointments, the best candidate will be appointed based on strict professional criteria. We provide equal opportunities to everyone we employ and we do not accept any type of discrimination.

1.9 We encourage all our employees to develop their full potential and we will do everything we can to help them to achieve this.

1.10 We will not discriminate, harass or victimise a pupil or potential pupil in the way we admit a pupil or provide education, access to any benefit, facility or service or by excluding a pupil or subjecting them to any detriment. This extends to pupils who have left our school.

1.11 This policy applies to all pupils, including those in the early years.

2 Our Commitment

2.1 Every child and employee has the right to dignity and respect. We will not tolerate bullying or harassment.

2.2 Our aim is to provide for all pupils and staff according to their needs, irrespective of sex, race, disability, religion or belief or gender re-assignment.

2.3 We will provide equal opportunities to all staff and children. We treat all our employees fairly and equally.

2.4 Breaking the conditions of our equal opportunities policy, will be deemed as misconduct and could lead to disciplinary action.

2.5 We will monitor and review our policy each year.

2.6 Equality of opportunity permeates the whole school curriculum and is reflected in the school organisation.

2.7 Our policy is in line with the current law.

3 Aims

3.1 Through implementation of our policy we aim to:

- Create an environment in which each individual feel valued, irrespective of ethnicity, language, gender, ability, religion or belief, or gender re-assignment.
- Ensure equal access to all areas of the curriculum for all the children in our care.
- Promote the belief that all can and should achieve to their highest potential in all areas of the curriculum.
- Provide materials to promote learning that are appropriate and reflect diversity.

4 General Principles

4.1 We will strive to provide training on equal opportunities and diversity for staff.

4.2 All parent and carers, regardless of ethnic background, disability, gender or socio-economic background are welcome and will be encouraged to participate in the life of the school.

4.3 All our children have a right not to experience behaviour which offends anyone on the grounds of race, gender, nationality, sexual preference, ability etc.

4.4 We shall foster a positive atmosphere of mutual respect and trust among children and staff.

4.5 We aim to create an environment in which all children and their families and staff feel safe and unthreatened.

4.6 Staff should be seen to behave in a manner which demonstrates mutual respect for one another.

4.7 Adults should take every opportunity to encourage children to behave appropriately and to deal with incidents positively.

4.8 We will be sensitive to and provide for cultural and religious requirements, such as dress, diet and events.

4.9 We encourage children to develop self-esteem, confidence and motivation in all areas of their lives, including their own learning, development and progress.

5 Curriculum Principles

5.1 All children will be respected and their individuality and potential recognised, valued and nurtured.

5.2 Activities and the use of play equipment offer children opportunities to develop free from prejudice and discrimination, and encouraged to enjoy and learn from them equally.

5.3 Our aim is to show respectful awareness of all major events in the lives of children within our school and in society as a whole.

5.4 Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.

5.5 We will provide positive opportunities for disabled pupils so that we treat them more favourably than non-disabled pupils, where necessary making reasonable adjustments to put them on a level footing with pupils without disabilities.

5.6 We will carry out accessibility planning aimed at increasing the extent to which disabled pupils can participate in the curriculum, improving the physical environment to enable disabled pupils to take better advantage of education, benefits, facilities and services provided, and improve the availability of information to disabled pupils.

6 Monitoring and Evaluation

6.1 The Headteacher will implement this policy and ensure that it is fair and equal.

6.2 It is the responsibility of all staff to monitor the success of the policy by ensuring that issues raised within it are followed and supported.

6.3 Where monitoring identifies a manner of concern, appropriate action will be taken by the senior leadership team to address the situation, after seeking appropriate consultation and advice.

6.4 The Proprietor ensures our Equality and Diversity Policy and practice is kept under review.

Ownership and consultation	
Document sponsor (role)	Group Director of Education
Document author (name)	Director of Education

Compliance	
Compliance with	Equality legislation

Audience	
Audience	All school staff

Document application and publication	
England	Yes
Wales	Yes
Spain	Yes

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Related documentation	
Related documentation	Additional Learning Needs Policy Safeguarding Policy and Child Protection Procedures Accessibility Plan Complaints Procedure Educational Visits Policy