



# Equality & Diversity Policy

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# DPS Equality and Diversity Policy

## 1. Aims

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- 1.1. Dovedale Primary School seeks to be an equal opportunities education provider and employer and is opposed to all forms of unlawful and unfair discrimination. It is committed to being an organisation that values, recognises and responds to the diverse needs of our school community including our pupils, staff, volunteers, parents and carers, governors, trustees, visitors and neighbours. We aim to contribute to community cohesion through the positive influence and impact we can have in our local area.
- 1.2. Dovedale Primary School is committed to being an organisation that recognises and celebrates difference within a culture of respect and co-operation. By promoting a culture of equality and inclusion in our school, we are creating a positive environment and a shared sense of belonging for all who work, learn and use the services of the school. We recognise that equality will only be achieved by the whole school community working together across the trust.
- 1.3. We recognise our responsibilities under the Public Sector Equality Duty (PSED) as set out in Section 149 of the Equality Act 2010. We aim to meet our obligations under the public sector equality duty by having due regard to the need to:
  - Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010
  - Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it
  - Foster good relations across all characteristics – between people who share a relevant protected characteristic and people who do not share it.
- 1.4. The Equality Act 2010 provides that a person shall not be discriminated against (i.e. treated less favourably), on the grounds of nine protected characteristics. The protected characteristics are:
  - age
  - disability
  - gender reassignment
  - marriage and civil partnership
  - pregnancy and maternity
  - race
  - religion or belief
  - sex, and sexual orientation.

## 2. Scope

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- 2.1. This policy sets out our commitment to equality and diversity and how we intend to promote our aims and improve our provision. Equality and diversity principles and good practice are integral to all aspects of our activities and responsibilities.
- 2.2. This policy applies to everyone to whom Dovedale Primary School provides a service (e.g. our pupils, parents/carers), everyone who works or volunteers for the trust, everyone who applies to work for the trust, and everyone who provides services to it.
- 2.3. This policy should be read in conjunction with:
  - the Dovedale Primary School Equality & Diversity Information Report which is published annually and reports on the trust objectives, progress and achievements, and relevant protected characteristics;

- our individual school Equality & Diversity Action Plans which are published annually and identify school objectives, progress and achievements, and relevant protected characteristics

### 3. Legislation and Guidance

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3.1. This policy contributes to meeting the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to:
  - Publish information at least annually to demonstrate how they are complying with the three aims of the public sector equality duty
  - Publish equality objectives at least once every four years
  - Publish information about the diversity of the school population, relating to persons who share a relevant protected characteristic. This includes:
    - ✦ Pupils (**see Appendix 1**)
    - ✦ Employees (*if the school employs 150 staff or more*<sup>1</sup>). This is currently not a requirement for Dovedale Primary School.

3.2. This policy is based on the Department for Education (DfE) guidance: The Equality Act 2010 and schools. It also complies with the Dovedale Primary School funding agreement and articles of association.

### 4. Roles and Responsibilities

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- 4.1. The **Dovedale Primary School Board of Governors** approve the Equality and Diversity policy for the school and oversee compliance with the public sector equality duty.
- 4.2. Responsibility for ensuring compliance in each school is delegated to the academy governing body (AGB) in each school.
- 4.3. The **local governing body** in each school will:
- ensure that the equality information as set out in this statement is published and communicated throughout the school, including to staff, pupils and parents
  - ensure that specific and measurable objectives are set for the school, published on the school website and reviewed and updated at least once every four years.
  - ensure that progress against objectives is published at least annually
- 4.4. Listed bodies with fewer than 150 employees are not required to publish information relating to their employees (but they can choose to do so if they wish). They will still need to ensure, however, that they collect and use enough workforce information to effectively meet the general equality duty.
- delegate responsibility for monitoring the policy on a daily basis to the headteacher
  - nominate a link governor for equality and diversity

4.5. The **equality link governor** for each school will:

- meet with the designated member of staff for equality and other relevant staff members, to discuss any issues and how these are being addressed
- ensure they are familiar with all relevant legislation and the contents of this document
- attend appropriate equality and diversity training
- monitor progress against the published equality objectives
- report back to the full governing board regarding any issues

4.6. The **headteacher** will:

- give a consistent and high-profile lead on equality and diversity
- promote knowledge and understanding of the equality and diversity policy amongst staff and pupils
- ensure that all staff know their responsibilities and receive the support and training necessary to carry them out
- monitor success in achieving the policy and report back to governors
- follow the relevant procedures and take action in cases of unfair discrimination, harassment, bullying or victimisation
- ensure policies and procedures are in place to comply with equalities legislation

4.7. The **designated member of staff** for equality and diversity will:

- support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- meet with the equality and diversity link governor to raise and discuss any issues
- support the headteacher in identifying any staff training needs, and deliver training as necessary

4.8. **All staff** (teaching and non-teaching) are responsible for:

- promoting equality and diversity, and avoiding unfair discrimination
- actively responding to any incidents of unfair discrimination, related to protected characteristics perpetrated by students, other staff or visitors

keeping up-to-date with equality law and participating in equal opportunities and diversity training

- 4.9. **Pupils** are responsible for:
- respecting others in their language and actions
- 4.10. **Everyone** in our school community including staff, pupils, volunteers and visitors, are expected to abide by this policy and help create an environment where equal rights and respect for diversity are promoted.
- 4.11. In implementing this policy we will:
- communicate the policy and our principles to all staff, volunteers and visitors;
  - ensure the issues covered in this policy are raised and discussed on a periodic basis to ensure that all staff and volunteers remain fully aware of their responsibilities in relation to equality and diversity;

## **5. Eliminating Discrimination**

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- 5.1. Dovedale Primary School is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.
- 5.2. Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.
- 5.3. The school will endeavour through appropriate training to ensure that it will not consciously or unconsciously discriminate in the selection or recruitment of applicants.
- 5.4. The headteacher ensures that all appointment panels give due regard to this policy so that no one is discriminated against when it comes to employment, promotion or training opportunities.
- 5.5. Staff, governors and trustees are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.
- 5.6. New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training.
- 5.7. We will identify a designated member of staff for monitoring equality issues, and an equality link governor. They will regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

## **6. Advancing Equality of Opportunity**

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- 6.1. In accordance with the DfE guidance on the Equality Act, Dovedale Primary School aims to advance equality of opportunity by:
- Removing or minimising disadvantages suffered by people, which are connected to a particular characteristic they have (e.g. pupils or staff, parents, carers, visitors, etc. with disabilities)
  - Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)

- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school clubs)
- We will aim for our workforce, including volunteers, to reflect the diverse society whom we serve and provide a working environment free from any form of discrimination, harassment, intimidation, bullying or victimisation.
- We recognise that the provision of equality of opportunity in all our activities will benefit the school and wider trust. Our policy will help all staff to develop to their full potential and the talents and resources of staff will be utilised fully to maximise the effectiveness of the work of the school and wider trust.

## **7. Fostering Good Relations**

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7.1 Dovedale Primary School aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Actively promoting equality and diversity through the curriculum and by creating an environment that champions respect for all.
- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social and health education (PSHE), but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils are introduced to literature from a range of cultures.
- Holding assemblies dealing with relevant issues. Pupils are encouraged to take a lead in such assemblies and we also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school councils in each school have representatives from different year groups and are formed of pupils from a range of backgrounds. All pupils are encouraged to participate in each school's activities, such as sports clubs. We also work with parents/carers to promote knowledge and understanding of different cultures
- Encouraging mutual respect through PSHE and RE curriculums, the school Behaviour policy, the Equality & Diversity policy, and the Equality Plan.

## **8. Equality Considerations in Decision Making**

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8.1. Dovedale Primary School ensures that they have due regard to equality considerations whenever significant decisions are made. We actively consider our equality duties and ask ourselves relevant questions, taking into account the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- cuts across any religious holidays;
- is accessible to pupils with disabilities; and has equivalent facilities for boys and girls

8.2 This equality impact assessment is undertaken as part of the planning and risk assessment process when planning school trips and activities and is recorded by the member of staff organising

the activity. Details of the assessment are stored with the completed risk assessment/s for the activity.

- 8.3 We take seriously the need to consider the equality implications when we develop, adapt and review any policy or procedure and whenever we make significant decisions about the day to day life of the school.

## **9. Equalities Objectives & Action Plan**

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- 9.1. Dovedale Primary School recognises that the actions resulting from a policy statement such as this are what make a difference. Each year Dovedale Primary School will draw up an action plan within the framework of the overall school improvement /development plan, to set out the specific actions and projects that shall be undertaken to implement the principles outlined above.

## **10. Links with other Policies**

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10.1 This document links to other Dovedale Primary School policies and documents including:

- Equalities Information Report
- Equalities Action Plans
- Accessibility Plan
- Risk Assessments
- Equality Impact Assessments
- Special Educational Needs and Disabilities Policy
- Disciplinary Policy
- Grievance Policy
- Recruitment and Selection Policy
- Safer Recruitment Policy
- Complaints Policy
- Pupil Admissions Policy
- Behaviour Policy
- Anti-bullying Policy
- Continuous Professional Development Policy

## **11. Application of the Principles within this Policy Statement:**

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11.1 The principles outlined in the policy statement will be applied and reflected in:

- The delivery of the school curriculum
- The teaching and learning within the school
- Our practice in relation to pupil progress, attainment, and achievement
- Our teaching styles and strategies
- Our policies and practice in relation to admissions and attendance
- Our policies and practice in relation to staff
- Our care, guidance and support to pupils, their families and staff
- Our policies and practice in relation to pupil behaviour, discipline, and exclusions

- Our partnership working with parents and carers
- Our contact with the wider school community

## **12. Publication**

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- 12.1 The Dovedale Primary School Equality and Diversity Policy and the associated Information Report (incorporating our Equality Objectives) are made available online on the Dovedale Primary School website and our school websites. Paper copies and copies in other formats can be made available upon request. Our children are helped to understand our policy through age-appropriate means such as PSHE lessons, assemblies and individual discussions relating to individual needs.

## **13. Consultation**

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- 13.1. The Equality and Diversity Policy and associated Equality Objectives in each school, have been developed based upon internal review and evaluation, formal and informal consultations with pupils, parents, staff, and governors of each school and take into account feedback received. Outside agencies and specialists are also consulted where appropriate.

## **14. Monitoring and Review Arrangements**

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- 14.1. The local governing body, 'link' governor and the headteacher will review and update the equality information relevant to each school at least every year.
- 14.2. This Equality and Diversity policy is approved by the Dovedale Primary School Board of Governors.
- 14.3. This policy will be reviewed by the local governing body and headteacher at least every 3 years.

## **15. Raising concerns**

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- 15.1. If you have any concerns relating to equality and diversity issues, please contact the headteacher of the relevant school in the first instance to discuss your concerns. If you are not satisfied with the outcome of these discussions, the Dovedale Primary School Complaints Procedure covers the accessibility plan and sets out the formal process for raising these concerns. For staff, the Dovedale Primary School Grievance Procedure will be relevant.