



# Lister Infant School

## Equality and Diversity Policy

January 2016

**OVERVIEW**

Equality means ensuring people are treated fairly, giving them equal access to services and employment. Diversity is about valuing differences, whatever an individual's background. We will consider equality and diversity across the nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation, and will give protection from discrimination, harassment and victimisation.

We will go beyond these protected characteristics and include social economic status as we recognise that there are disparities across our City and within our communities. Our policies and procedures are intended to promote fairness for all and reinforce our commitment to tackling inequalities wherever they exist and to eradicating the unacceptable treatment of any person

**Equality Act 2010:**

The Equality Act 2010 brought together over 116 separate pieces of legislation into one single Act. The Act simplifies, strengthens and harmonises previous legislation creating new discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society. Where possible, we will try to exceed the demands of the law in our work in delivering equality. The Equality Act 2010 establishes both a general duty and specific duties for public bodies like Lister Infant School. In summary, those subject to the Public Sector Equality Duty must, in the exercise of their functions, have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

The Act explains that 'due regard' for advancing equality involves:

- removing or minimising disadvantages experienced by people due to their protected characteristics;
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

**AIMS**

Lister Infant School aims to ensure that:

- We do not discriminate against anyone, be they staff, pupil or visitor on the grounds of their ability, age, sex, race, colour, religion, nationality, ethnic or national origins.
- We will promote the principles of fairness and justice for all through the education that we provide in our school.
- All pupils have equal access to the full range of educational opportunities provided by the school.
- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- All recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- We challenge stereotyping and prejudice whenever it occurs.
- We celebrate the cultural diversity of our community and show respect for all minority groups.
- We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.
- There is zero tolerance for any form of racism or racist behaviour.
- Should anyone at our school be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have.
- Our school is welcoming to all minority groups. To promote an understanding of different cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school.
- Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. So, for example, in the religious education curriculum, the children study the importance of religious festivals for different faiths.

## OUR COMMITMENT TO EQUALITY AND DIVERSITY

Lister Infant School is committed to promoting equality of opportunity, celebrating and valuing diversity, eliminating unlawful discrimination, harassment and victimisation, including cyber or e-bullying and harassment, and promoting good relations. We are committed to achieving equality for all by reducing discrimination in employment and service delivery on the grounds of age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, and sexual orientation. Furthermore, we will also strive to ensure that people are not discriminated against due to their social economic background.

We will strive to:

- Meet all legal equality duties, exceeding them where we can, and follow Codes of Practice published by the Equality and Human Rights Commission.
- Monitor and evaluate the impacts and outcomes of this policy and take action on findings accordingly.
- Ensure that the allocation of financial resources takes into account equality and diversity considerations.
- Reflect equality of opportunity in our commissioning, purchasing and grant giving policies and procedures and make sure others providing services on our behalf comply with our equality and diversity commitments.
- Ensure that our jobs are accessible to all people and that our workforce is diverse and representative of the local community.
- Treat our staff equitably in all areas of employment, including career development, pay, training and promotion, and continually review our policies to assess their impact on the groups covered by this policy, including monitoring recruitment, promotion, retention, training opportunities, grievances, disciplinary procedures and exit from employment.
- Tackle harassment and bullying in the workplace.
- Improve consultation with staff.
- Engage people from all communities to help shape our services and develop our equality objectives.
- Make our school inclusive and accessible.
- Improve community relations and promote diversity through events, publicity, educational programmes and other initiatives and encourage participation in local democracy and representation on public and voluntary bodies.
- Tackle all forms of hate crime and harassment and promote safety and security.
- Uphold the right of all staff and service users to be treated with dignity and respect by fostering an environment free from ridicule, bullying, intimidation and victimisation.
- Train staff and make them aware of this policy.
- Roles and Responsibilities

## ROLES AND RESPONSIBILITIES

All staff are responsible for tackling equality and diversity issues in their daily working environment, for behaving appropriately and for fostering a culture which promotes

- dignity and respect.
- Equality and diversity education, teaching and learning will be the foundation of our organisational culture and will support our staff to recognise and
- respect the diverse backgrounds of all who come into our school.

### Individual Statements:

Lister Infant School recognises that people will have multiple characteristics and may face increased disadvantage and discrimination because of this.

We will work to meet the needs of all people by:

- Carrying out our duties under the law, including the Equality Act 2010, and ensuring our service users and staff are treated with the dignity and respect they deserve.
- Challenging all forms of discrimination by our colleagues, Elected Members, contractors, partners, services users and others and ensuring that all people have equal access to the highest quality services.
- Fostering an environment free from ridicule, bullying, intimidation and victimisation.
- Promoting harmony and the building of relationships between the City's diverse communities.
- Redressing any imbalances that exist in our workforce and striving to remove any barriers to services and employment opportunities.
- Ensuring transparency and communication which is accessible to all people and producing communications in plain language.
- Constantly reviewing and adapting our policies and procedures and carrying out our duties under the law as it develops to stop discrimination and support equality and diversity.

## AGE

Lister Infant School acknowledges that people can face disadvantage and discrimination, including institutional discrimination, which is related to their age.

- Ageism can particularly affect people seeking employment or services and we recognise that people can also face lack of respect, ridicule and harassment due to their age.

- Young people are essential to bring fresh perspectives and ideas and to replenish our workforce over time and older people have a wealth of valuable skills, expertise, knowledge and experience, all of which are essential to a balanced workforce.
- Issues of age can vary when combined with disability, gender identity, marital status, pregnancy, maternity, family or caring circumstances, race, religion or belief, sex or sexual orientation.

Lister Infant School will work to meet the specific needs of people of any age by:

- Promoting the recognition of the fact that ageism is harmful as it undervalues the contribution that all people can make.
- Taking action, if necessary, to recruit and retain younger and older people to ensure a workforce age balance and to ensure we retain the valuable range of skills and experience that a balanced workforce brings.
- Regularly reviewing (and adapting where necessary) our policies and procedures to ensure they are not ageist, including reconsidering our policies in relation to the retirement of staff and the employment of people over retirement age, and carrying out our duties under the law to stop discrimination and provide equality of opportunity.

#### DISABILITY

Lister Infant School knows that disabled people face disadvantage and discrimination, including institutional discrimination, and that disabled people can face greater barriers related to their age, gender identity, marital status, pregnancy, maternity, family or caring circumstances, race, religion or belief, sex or sexual orientation. Disabled people include people with learning difficulties, Deaf people and people who are hard of hearing, people with visual or physical impairments and people with mental health needs.

Disabled people often face ridicule, harassment, hatred and violence. Furthermore, we know that physical barriers can result in disabled people being physically excluded, marginalised or set apart. We will make sure our policies tackle these issues.

Lister Infant School will work to meet the specific needs of disabled people by:

- Ensuring that disabled people are not treated less favourably in any procedures, practices and service delivery. We have set a high level priority to develop services to improve choice and provide support to enable people to live independent and inclusive lives.
- Supporting our disabled colleagues to fully develop their potential.
- Encouraging and creating an environment in which its workforce and citizens can feel confident in reporting incidents of disability harassment and victimisation, in full knowledge that any such incidents will be addressed fully and effectively in accordance.
- Promoting equality for disabled people and positive images of disabled people, avoiding stereotypes and challenging attitudes that patronise or discriminate against them.
- Valuing the importance and engaging fully with any organisation formed by disabled people when considering the interests of disabled people, recognising that disabled people are best placed to speak on behalf of disabled people.
- Making Lister Infant School accessible to all.
- Continuing to work towards ensuring that school correspondence is accessible to all people.

#### GENDER IDENTITY/GENDER REASSIGNMENT

Lister Infant School acknowledges that trans people face disadvantage and discrimination, including institutional discrimination, because of their trans identity.

Trans (or transgender) is an umbrella term used by people whose gender identity and/or gender expression differs from their birth sex. The term includes, but is not limited to, transsexual people and others who define as gender-variant.

Trans people may or may not choose to alter their bodies hormonally and/or surgically, known as gender reassignment or transition<sup>6</sup>. They often face ridicule, harassment, hatred and violence.

Trans issues can vary when combined with age, disability, marital status, pregnancy, maternity, family or caring circumstances, race, religion or belief, sex or sexual orientation.

Lister Infant School will work to meet the specific needs of trans or transgender people by:

- Providing appropriate advice and support to service users and staff undergoing gender reassignment.
- Treating trans people with respect and dignity including by ensuring staff are polite and respectful and use terms that acknowledge identity as a man or woman regardless of how far a trans person's transition has progressed.
- Encouraging and creating an environment in which its workforce and citizens can feel confident in reporting incidents of trans harassment and victimisation, in full knowledge that any such incidents will be addressed fully and effectively.

#### RACE

Lister Infant School acknowledges that people face disadvantage and discrimination, including institutional discrimination, because of their race, colour, nationality (including citizenship), ethnic or national origins. These groups of people share the same experience of racism, discrimination and inequality in employment and service provision and as a result suffer inequality. It can also mean they face harassment, hatred and violence.

Issues of racism can vary when combined with age, disability, gender identity, marital status, pregnancy, maternity, family or caring circumstances, religion or belief, sex or sexual orientation.

Lister Infant School will work to meet the specific needs of all our communities by:

- Improving the achievement of underachieving children from minority groups.
- Encouraging and creating an environment in which its staff and visitors can feel confident in reporting incidents of racial harassment and victimisation, in full knowledge that any such incidents will be addressed fully and effectively

<b>Date adopted</b>	<b>January 2016</b>	<b>Review Cycle</b>	<b>3 years</b>	<b>Version</b>	
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