

**Diversity and Equality Policy**  
**Ewloe Green Primary School**

**Policy Formation Process**

**Schools Equal Opportunities Co ordinator: Mrs R. Dyas Headteacher**

**This policy has been developed in collaboration with Governors, pupils and Staff.**

**Aims and Purpose of the Policy**

**Ewloe Green School is committed to promoting fairness and equality through all of its activities, through learning opportunities and employment opportunities. The school supports the following definition from the Equalities Review in 2007:**

**‘An equal society protects and promotes equal, real freedom and substantive opportunity to live in the ways people value and would choose, so that everyone can flourish. An equal society recognises people’s different needs, situation and goals and removes the barriers that limit what people can do and can be’**

**The overall aim of the Diversity and Equality policy is to:**

- **Eliminate unlawful discrimination and harassment**
- **Promote equality of opportunity and**
- **Promote good relations between diverse communities in school and the community, in our policies and practices**

**The policy applies specifically to discrimination, equality of opportunity and the promotion of good community relations in respect of the protected characteristics as identified in the Equality Act 2010:**

- **Age**
- **Disability**
- **Gender and choice of gender**
- **Marriage and partnership**
- **Pregnancy and maternity**
- **Race**
- **Religion or belief**
- **Sex**
- **Sexual choice/orientation**

**Our aims are therefore to:**

- **Ensure that an inclusive ethos is established and maintained**
- **Ensure that school is a place where everyone, irrespective of their age, ability, race, culture, religion, gender, identity, language etc feel welcomed and valued**
- **Ensure that every pupil and all staff are encouraged to reach their full potential**
- **Protect the human rights of all stakeholders and visitors to school**

- Prepare pupils for the challenges, choices and responsibilities of living in a diverse society
- Empower pupils to participate in the communities as active citizens who take responsibility for themselves and each other
- Foster and encourage positive attitudes and behaviour towards all members of the community

### **Description of Ewloe Green School and its Community**

- 94% of the population is White British with the remaining 6% of other ethnic minority groups including Asian and European
- The school draws pupils from the locality of Ewloe which is situated in a rural area on the commuter belt to Liverpool, Chester and Manchester. A number of large international businesses are within the area and employment is generally high.
- There is an equal gender balance within the school
- The school has not encountered any racist, homophobic or hate crime incidents to date.
- The majority of the school community are from a non-conformist religious heritage. In addition, we also have practicing Christians and Moslems within the school community
- All learners are proficient in English and all pupils learn Welsh and French as part of the curriculum. A range of other languages are also spoken as First Language and include French, Spanish, Urdu, Polish, Slovakian, Japanese and Cantonese.
- 8.6% of pupils are identified as having Additional Learning Needs.

### **Environment and Ethos of Ewloe Green School**

We ensure that the aims listed in this policy apply to the full range of our policies and practices including those that are concerned with:

- Equality projects and courses, teaching of the National Curriculum, PSE and RE, strategies which include using interactive and experiential approaches where appropriate
- Pupils progress, attainment and assessment, behaviour, discipline and exclusions
- Admissions and attendance
- Encouragement of pupils to take responsibility for their own learning and the assessment of their development
- Valuing and promoting positive relationships and self esteem
- Staff selection, recruitment and induction
- Effective co ordination and staff training and support
- Partnership with parents and the community
- Opportunities for pupils to participate in decision making
- Extra-curricular experiences such as school councils, clubs etc
- The physical environment of the school is conducive to health and well-being

### **Addressing Sexism, Racism, Xenophobia and Homophobia**

School is opposed to all forms of discrimination based upon a person's individuality and differences, one from another. Any form of harassment and discriminatory language and behaviour is unacceptable and will not be tolerated. The schools Anti-bullying policy and strategy clearly outlines the course of action in such circumstances.

## **Responsibilities**

**The Governing Body are responsible for ensuring that the school complies with the legislation, and that this policy statement and related procedures and strategies are implemented.**

**The Headteacher is responsible for ensuring that this policy statement, for ensuring that all staff are aware of their responsibilities and are given appropriate training and support and for taking appropriate action in any cases of unlawful discrimination.**

**All staff are expected to:**

- **Deal with any discriminatory incidents that may occur**
- **Know how to identify and challenge stereotyping of discrimination**
- **Support pupils in their class for whom English is an additional language**
- **Incorporate principles of equality and diversity into all aspects of their work as appropriate**

## **Information and Resources**

**This policy is available on the school website, and can be viewed in the school Atrium. All staff will have access to the policy on the Staff Common Server and policy is available for guest speakers and members of the community should they request it.**

## **Religious Observance**

**Ewloe Green School will respect the religious beliefs and practices of all pupils, staff and parents and will comply with all reasonable requests relating to religious observance and practice.**

**This Policy will be reviewed regularly and any adjustments that we need to make to ensure the implementation of its character will be undertaken as required.**

**Policy Agreed Sumer 2021**

**Policy Review 2024**

**Signed Headteacher**

**Signed Chair of Governor**