

Flakefleet Primary School

Equality and Diversity Policy



At Flakefleet our Key Objectives are :

- To improve the standards and achievements of the pupils at the school
- To promote the pupils' development by catering for their social and, emotional, physical, intellectual, spiritual and moral development.
- To provide a broad and balanced curriculum having regard to the requirements of the National Curriculum and its assessment.
- To be aware of the needs of individual pupils, of their differing ages and abilities, and to plan work accordingly.
- To provide equal opportunities regardless of sex, race or culture.
- To create a secure, attractive and happy environment where children are respected as individuals and where pupils are encouraged to respect others and their environment.
- To promote links with the community, with outside agencies, local people and neighbouring schools.
- To encourage parental involvement in the educational process and to offer opportunities for parents to become involved in the life of the school.

In achieving these objectives the Governors of Flakefleet Primary School is committed to a policy of Equality and Diversity in relation to the following protected characteristics:

- Age
- Disability
- Gender re-assignment
- Race
- Religion or Belief
- Sex

Commitment to Equality and Diversity

The Governing Body of Flakefleet School believes that excellence will be achieved through recognizing the value of every individual. Our aim is to support the school in creating an environment that respects the diversity of all staff and pupils at the school and enables pupils to achieve their full potential, to contribute fully and to derive maximum benefit and enjoyment from their involvement with the school.

To this end the Governing Body of Flakefleet School acknowledges the following basic rights for all:

- To receive a professional and appropriate service
- To be treated with respect and dignity
- To be treated fairly with regard to all procedures, assessments and choices
- To receive encouragement to reach their full potential

These rights carry with them responsibilities and the Governing Body requires all governors, staff and pupils to recognize these rights and to act in accordance with them in all dealings with others. In addition, Flakefleet Governing Body will comply with all relevant legislation*

Responsibility

The Governing body of Flakefleet School has the responsibility for ensuring that the organisation operates within a framework of equality of opportunity. It is committed to promoting equality and eliminating discrimination.

Implementation

We will ensure:

- An active commitment to equality and diversity within the Governing Body.
- Actions taken by the Governing Body are consistent with, and promote equality and diversity.
- The impact of policies and procedures adopted by Flakefleet Primary School on different groups of pupils is monitored.

*Legislation includes:

- Equal Pay Act 1970
- Race Relations Act 1976
- Sex Discrimination Act 1975
- Disability Discrimination Act 1995
- Employment Rights Act 1996
- Human Right Act 2000
- Employment Relations Act 1999
- Part-time working regulations 2000
- Race relations (amendment) Act 2000
- Race relations Act 1976 (amendment) Regulations 2003
- Employment Equality (sexual orientation) regulations 2003
- Employment Equality (Religion or belief) Regulations 2003
- Disability Discrimination Act 2005
- Employment Equality (Age) Regulations 2006
- Equality Act 2010