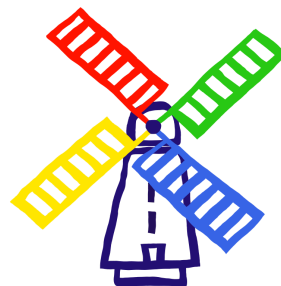




Equality, Diversity & Inclusion Policy, Objectives & Cohesion

Unity
Trust
Courage
Curiosity
Respect
Kindness

A community for learning. Raising expectations. Fulfilling high standards.



Revised: **26th February 2024**

This policy was adopted on: **01/03/2024**

The policy is to be reviewed by: **February 2025**

Headteacher: **Mrs Gemma Hillier**

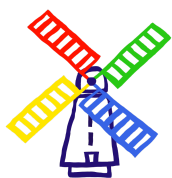
Equalities Governor: **Sarah Clarke**

This policy refers to all Staff, Pupils and Stakeholders.



Contents

1. Aims
2. School context
3. Legislation and guidance
4. Roles and responsibilities
5. Eliminating discrimination
6. Advancing equality of opportunity
7. Fostering good relations
8. Equality considerations in decision-making
9. Equality objectives
10. Monitoring arrangements
11. Links with other policies



1. Aims

Widmer End Community Combined School & Pre-School (hereafter known as 'the school') aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

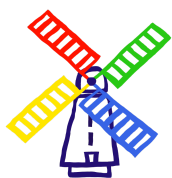
We work hard to eliminate direct and indirect discrimination, harassment and victimisation; advance equality of opportunity; and foster good relations between all those within our school community. We do this with regard to the nine protected characteristics listed in the Equality Act 2010. These characteristics are; Age, disability, race, religion or belief, gender reassignment, sex, sexual orientation, marriage & civil partnership, pregnancy & maternity. *A glossary which defines these terms and additional terms related to equality, diversity and inclusion can be found in Appendix 1*

Our duties under the Equality Act also reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities and the Human Rights Act 1998.

The Education and Inspections Act 2006 requires us to promote community cohesion and at Widmer End Community Combined School & Pre-School we work towards a society in which there is a common vision and sense of belonging by all communities; a society in which the diversity of people's backgrounds and circumstances is appreciated and valued; a society in which similar life opportunities are available to all; and a society in which strong and positive relationships exist.

Our commitment to equality, diversity and inclusion is reflected in our school policies and procedures, especially those related to (but not limited to); Accessibility, behaviour, anti-bullying, uniform, recruitment, relationships & sex education, special educational needs, home-school agreements.

2. School context (information is based on data from February 2024).



Widmer End School is an average sized, one form entry primary school that serves a small village community on the outskirts of the multicultural town of High Wycombe.

Number of pupils on roll: 226
Age of pupils: 3-11
Gender: 52% female & 48% male
Attendance levels: 94.9%

Pupils eligible for Free School Meals (FSM):	9.7% (National averaged 22.5%)
Pupils with Special Educational Needs EHCP (SEN):	4.4% (National average 2.9%)
Pupils with Special Educational Needs non-EHCP (SEN):	9.3% (National average 12%)
Pupils with English as an Additional Language (EAL):	9.3% (National average 19.3%)
Pupils eligible for Pupil Premium Funding:	12.8% (National average 25%)

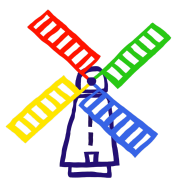
3. Legislation and guidance

This document meets 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 to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives.
- This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.
- This document also complies with our funding agreement and articles of association.

4. Roles and responsibilities

The governing board will:



- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents.
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher.

The equality link governor is Sarah Clarke. They will:

- Meet with the designated member of staff for equality every term, 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.
- Report back to the full governing board regarding any issues.

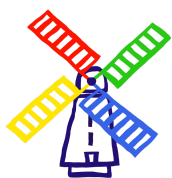
The headteacher will:

- Overseeing the implementation of the Equality Policy.
- Ensure that all who enter the school are aware of, and comply with, the Equality, Diversity and Inclusion Policy.
- Ensure that staff are aware of their responsibilities and are given relevant training and support.
- Taking appropriate action in any cases of discrimination, harassment, victimisation and bullying.
- Regularly review data related to prejudice-related incidents and take necessary steps to reduce occurrences of incidents within the school.

The headteacher may nominate a member of staff to fulfil this role. If the headteacher has a designated member of staff for equality, they will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils.
- Meet with the equality link governor every term to raise and discuss any issues.
- Support the headteacher in identifying any staff training needs, and deliver training as necessary.
- All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

All staff are responsible for:



- Refraining from engaging in behaviour that constitutes discrimination, harassment, victimisation or bullying
- Understanding and complying with the Equality, Diversity and Inclusion Policy
- Contributing to the action plan attached to the policy
- Making reasonable adjustments to ensure disabled students do not experience discrimination or exclusion
- Dealing with prejudice-related incidents, following the specific procedure
- Attending training sessions as necessary to carry out this policy and keep up to date with equalities legislation
- Challenging bias and stereotyping
- Promoting an inclusive and collaborative ethos

All parents/carers are responsible for:

- Refraining from engaging in behaviour that constitutes discrimination, harassment, victimisation or bullying
- Understanding the ethos of the school and complying with the school's Equality, Diversity and Inclusion Policy
- Ensuring that they and the young people that they are responsible for meet the expectations set out in the home-school agreement

All visitors are responsible for:

- Refraining from engaging in behaviour that constitutes discrimination, harassment, victimisation or bullying in their engagement with the school
- Complying with the school's Equality, Diversity and Inclusion Policy

All students are responsible for:

- Refraining from engaging in behaviour that constitutes discrimination, harassment, victimisation or bullying
- Understanding the ethos of the school and complying with the school's Equality, Diversity and Inclusion Policy
- Reporting prejudice-related incidents
- Understanding, valuing and celebrating diversity
- Challenging stereotypes and prejudices



5. Eliminating discrimination, harassment & victimisation

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

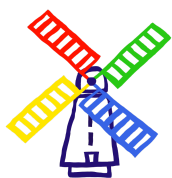
Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes. We do not tolerate direct or indirect discrimination, harassment or victimisation of anyone within our school community, and we are opposed to all forms of prejudice. We have robust procedures for dealing with prejudice-related incidents and all staff receive training on these. All incidents are recorded, and this data is shared with the governing body and analysed so that any trends can be identified, and action plans put in place. Further information on these procedures can be found on our school website, referenced in the anti-bullying policy and positive behaviour policy.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September.

The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

Both the Staff Wellbeing Policy and Persistent & Vexatious Complaints Policy both outline the procedures for reporting and responding to incidents of discrimination, harassment and victimisation experienced by staff.

Both the Complaints Policy & Procedure and Whistleblowing Policy outline the procedures for reporting and responding to incidents of discrimination, harassment and victimisation experienced by parents and carers and the wider school community.



6. Advancing equality of opportunity

Treating people equally does not mean treating them all the same. We recognise that people have different needs, different experiences, different outlooks and face different barriers to achieving positive outcomes.

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with disabilities, or LGBTQIA pupils who are being subjected to homophobic or gender-related bullying).
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling practising 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 societies).

In fulfilling this aspect of the duty, the school will:

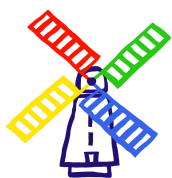
- Collect and monitor data broken down by different protected characteristics in order to identify inequalities and disparities within our student population in terms of:
 - Progress and attainment
 - Admissions
 - Attendance
 - Rewards, sanctions and exclusions

and within our staff population in terms of:

- Recruitment, retention, training and promotion
- Capability, disciplinary and complaints

We employ appropriate interventions where necessary in order to address disparities. Please see our Equalities Objectives and Action Plan for further details.

- Consult widely with a range of groups and individuals to ensure that those who are affected by a policy or activity are consulted in the design of new policies, and in the review of existing ones.

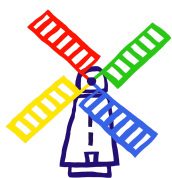


- Assess all of our policies and procedures to ensure that no individuals or groups are disadvantaged and to identify opportunities for positive action.
- Make reasonable adjustments to ensure that the school environment and its activities are as accessible and as welcoming as possible to all, in some cases treating disabled people more favourably than non-disabled people where necessary. Please see our Accessibility Plan for further information.
- Ensure that students' work is differentiated appropriately, and that the curriculum is accessible to all students.
- Respect the religious beliefs and practice of staff and students and comply with reasonable requests relating to religious observance and practice.
- Take all reasonable steps to ensure the wellbeing and inclusion of transgender staff and students, including those who transition during their time at the school.
- Publish attainment data each academic year showing how pupils with different characteristics are performing.
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information.
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying).
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils.

7. **Fostering good relations**

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Ensuring that our curriculum offers opportunities to learn about people with a diverse range of identities.
- Ensuring that our resources challenge stereotypes and reflect the diversity of society.
- 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, health and economic (PSHE) education, but also activities in other curriculum areas. For example,



as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures and celebrate events such as Black History Month.

- Celebrating diversity at every opportunity and holding regular assemblies and events celebrating diversity throughout the year. Pupils will be encouraged to take a lead in such assemblies and we will 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 council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures.
- Continuing to develop links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach.

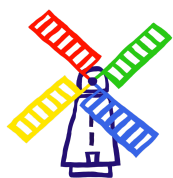
Our Positive Behaviour Policy includes a requirement to respect other people and their different identities.

8. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

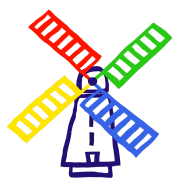
The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays or significant religious days
- Is accessible to pupils with disabilities.
- Has equivalent facilities for boys and girls.

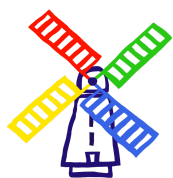


9. Equality objectives

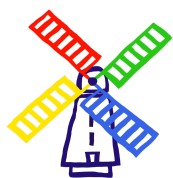
Objective	Action	Owner	Timeframe	Intended outcome
To provide a learning environment where pupils achieve well and make progress regardless of differences such as gender, race, disability or background.	-Ensure all subjects reflect cultural diversity and celebrate difference so that all children can see themselves represented.	All subject leaders	Summer 2024	That all pupils achieve well regardless of differences such as gender, race, disability or background.
	-Take steps to minimise stereotyping and cultural bias in the curriculum			
	-Monitor and analyse pupil progress and achievement and act on trends or patterns that require additional support.	SLT	Autumn 2024	
	-Teach children about difference through Jigsaw PSHE curriculum and values-led curriculum and assemblies	All staff	From September 2022 onwards	Children say that they feel represented when learning.



To take appropriate measures to increase the diversity of staff and aim for this to be a fair representation of the school community over a 4-year period to July 2026.	-Ensure we share vacancies with our Parents body.	Admin team	By Autumn 2024	Staff employed by the school represent the range of cultural backgrounds we have in our community and have not been subject to discrimination.
	-Use our current contacts and staff to ensure our adverts are seen by a wider audience.	Current staff and governors	By Autumn 2024	
	-Share vacancies widely on our website and social media, ensuring inclusion criteria is clearly visible	Admin team	By Autumn 2024	
	-Creation of an Equalities statement on our 'About Us' pages on our website	GH	By Spring 2024	
	-Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination including unconscious bias	GH	By Spring 2024	
	-Agree on courses to train staff	GH/VM	Ongoing	
	- Monitor and review recruitment, retention and development	GH/VM	Ongoing	



Objective	Action	Owner	Timeframe	Intended outcome
To ensure all children have the same opportunities to engage in and be part of school life.	-review of school uniform to ensure it is affordable	SLT/admin team	Annually, in September	All children have taken the opportunity to take part in school life regardless of their background.
	-offer trips with adapted payment plans	Teachers & Admin	Ongoing	
	-offer extra-curricular clubs to all children regardless of income	All staff	Ongoing each term	
	-review levels of parental engagement in school life and in their child's education	SLT	End of each academic year	
To raise pupils' awareness of the global world we live in.	To create a program of citizenship.	GH/VM	Begin Spring 2023	When interviewed, children know what it is to be a good citizen and strive to be one.
	To teach high quality PSHE lessons using Jigsaw scheme	All teaching staff	From Sept 2022 onwards	
	To share and embed values in class, in assemblies and around school	All staff	Ongoing	Children and staff live our school values.
	To develop an active school council and Ambassadors to provide role models for others	GH/VM	Autumn 2022	



Objective	Action	Owner	Timeframe	Intended outcome
	To plan a range of experiences that teach about difference, including British history	Teaching staff SLT	From Autumn 2022 and ongoing	Children understand and celebrate differences.

10. Monitoring arrangements

The governing body and Headteacher will update the equality information we publish, described in sections 4 to 7 above, at least every year.

This document will be reviewed by the Governing Body at least every 4 years.

This document will be approved by the Headteacher and Governing Body.

All school policies are regularly assessed for their impact on different groups of people with shared protected characteristics. This ensures that our policies, practices and decision-making processes are fair and do not discriminate against any particular groups. It also enables us to consider ways to proactively advance equality.

Breaches of this policy will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the headteacher and governing body.

11. Links with other policies

This document links to the following policies:

- Accessibility plan.