

# Lever Edge Primary Academy



## Equality, Diversity and Community Cohesion Policy

Reviewed Autumn Term 2024



# **Policy for Equality, Diversity and Community Cohesion**

## **Introduction**

Lever Edge Primary Academy is a diverse school, where people from many different backgrounds and cultures work together. This school and its partners have a longstanding commitment to celebrating this diversity, promoting good relations between our diverse communities, and ensuring that its services are appropriate and accessible for everyone.

We want the school to be a place where every child is able to achieve their potential, regardless of their background, their circumstances, or where they live.

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED). The school welcomes the [Equality Act 2010](#), which restates the important role that we all play in tackling inequality and building strong and confident communities. This policy statement describes how the school responds to the requirements of the [Equality Act 2010](#).

The [Equality Act 2010](#) ('the act') sets out the law around equality matters in Great Britain. The act provides protection against discrimination for the following range of diversity groups and protected characteristics;

- Age
- Disability
- Sex or gender
- Gender reassignment
- Sexual orientation
- Religion or belief
- Pregnancy and maternity
- Marriage and civil partnership
- Race (including ethnic or national origins; colour; nationality)

This Equality Policy sets out Lever Edge Primary Academy approach to promoting community cohesion, equality and diversity. It covers race, disability and gender in response to the statutory duties on schools to publish disability and gender equality schemes and a race equality policy. This document also complies with our funding agreement and articles of association.

**Lever Edge Primary Academy is proud to belong to a multi-cultural, multi-racial community. We believe that the sharing of these diverse cultures enriches all members of our school community. We aim to provide an environment where everyone in the school is of equal value and has equal opportunities.**

We are committed and actively strive to promote equality of opportunity and to value our cultural diversity. We will endeavour to ensure that discrimination does not occur in our school, in the life of our pupils, in recruitment, promotion practices, in our work environment and in school admissions.

## **Aims**

1. To offer an education appropriate to each individual pupil's needs regardless of their race, ethnicity, gender, sexual orientation, colour, disability or religious beliefs.
2. To tackle racial discrimination and promote equality and to promote good race relations in all areas of school life.
3. To ensure equal access to educational opportunities for all our pupils, and the opportunity to reach levels of attainment appropriate to their ability.
4. To ensure that pupils, staff, parents, visitors and contractors are afforded the basic rights of freedom from any harassment or bullying.

5. Where contractors are working on site, their employees will be made aware of, and as far as possible, will operate according to the school's equal opportunities and racial equality policy and code of practice.

### **Objectives**

1. To take direct action to remove inequalities between racial groups in their levels of achievement and progress. (Including monitoring by groups of pupils.)
2. To challenge any form of prejudice which contradicts this policy. Racial incidents are reported to any staff member who will investigate and record the incident
3. To foster self-esteem and respect for each other as individuals and to create a positive and inclusive atmosphere where there is a shared commitment to respect diversity and difference, challenging any form of racism or discrimination.
4. To prepare pupils to be part of a multicultural society.
5. To treat each other with respect and tolerance working together to enhance our school.
6. To create and maintain a workforce that is valued for its diversity, experience and skills.

### **Pupils**

As a school, our services are based on a firm and objective understanding of children's needs and the recognition that, while we would expect all children to receive an equitable standard of service, different children will have differing needs and requirements. We aim to:

1. make sure all pupils are valued for themselves and will have both their culture and language treated positively and with respect.
2. ensure pupils will be able to contribute to the development of equal opportunities through the School Council
3. treat any racist incident seriously. Making sure all pupils are listened to and their complaints Investigated and that action is taken and the incident recorded and reported to Trustees.
4. encourage all pupils to treat each other and staff with respect.

### **Employment**

As an employer, we strive to create a culture where diversity is respected and celebrated. We aim to:

1. ensure that all applicants and prospective employees know that the Board of Trustees supports the Race and Equality policy and that the selection Process is fair.
2. provide conditions of service which highlight our Race and Equality policy.
3. make sure that all members of the selection and interview panel are aware of this policy and are sensitive of the need to use appropriate language maintaining political correctness at all times.
4. Deal with any allegation of racist behaviour, on the part of any member of staff, in accordance with our school's Grievance Procedure
5. expect and ensure that all our employees are aware, respect and actively observe our policy.
6. ensure that everyone can safely gain physical access to our building and surrounding grounds.
7. ensure that all employees are given information and training on all race and equality issues through our in service training.
8. make our Race and Equality policy accessible, freely available and disseminated to all

### **Curriculum Policy**

1. To ensure that the School Trustees operate an admissions policy which ensures equal access for all pupils as far as our school resources will allow.

2. To actively encourage Trustees, Teaching, Non-Teaching staff and Pupils to value our diversity.
3. To expect all to challenge prejudice and discrimination where and whenever it occurs ensuring inaction is not an option.
4. To monitor and extend all areas of the curriculum in order to reflect the diversity of our pupils and encourage links with the wider community on both a local and global level.
5. To ensure that Teachers plan the delivery and content of the curriculum within the context of race and equality for all.
6. To ensure that the planned curriculum is accessible for all groups of pupils by:
  - Differentiation of work to enable all pupils to take part.
  - Access to specialist equipment.
  - Use of multi-cultural resources where appropriate
  - Use of non-discriminatory language.
  - Access to external and internal support e.g. Speech Therapy, Precision teaching, EAL support etc.
  - Encouragement of self-esteem and peer group support.
  - Opportunity to take part in all activities
  - Recognition and acceptance of different cultures and beliefs.
7. Stereotyping should be avoided when allocating tasks.

The school has an important role in the community, and fostering good relations is a central part of our work to build community and social cohesion in the local area. Engaging effectively with our communities is central to our success, since this helps us to understand the issues which are of importance to our communities.

The principles of this policy apply to all members of the extended school community – pupils, staff, Trustees, parents and community members.

### **Code of Conduct for Racist Incidents**

All incidents recorded on Racist Incident forms will be kept by the school and numbers submitted to the L.A. for monitoring – half termly. Figures will also be reported to Trustees each term.

**Possible Incident:** - Derogatory name-calling, racist jokes and language:

#### **Suggested Action**

- Explain fully to the perpetrator that racial abuse will not be tolerated.
- If staff feel the abuse is excessive parents / guardians to be informed.
- Offer support to the victim and counselling to the perpetrator.
- Record racial incident on form, keep in records and send in to L.A. monitoring each half term.
- Individuals who are persistently abusive must be sent to the head teacher and parents / guardians requested to come into school to discuss the incident.
- Possible exclusion.

**Possible Incident:** - Racist comments in course of discussion in lessons.

#### **Suggested Action**

- Racist statements should not be allowed to go unchallenged.
- Pupils who persist in making inappropriate comments must be referred to the Head Teacher.
- Parents/guardians should be informed.
- Racial incident form completed as above.
- Possible exclusion.

**Possible Incident:** - Ridicule of an individual for cultural difference e.g. food, dress, music etc.

#### **Suggested Action**

- Members of staff must not ignore any form of ridicule.
- Explain fully to the perpetrator that racist behaviour will not be tolerated.
- Individuals who are persistently abusive must be referred to the Head teacher.
- Parents/Guardians should be informed.
- Offer support to the victim and counselling to the perpetrator.
- Racial incident form completed as above.
- Possible exclusion.

**Possible Incident:** - Refusal to co-operate with other pupils because of their race, colour, ethnicity, religion or language.

**Suggested Action**

- Explain that pupils should work together, every pupil has the right to be included in all activities and the school should not exclude any pupil on racial, cultural or linguistic grounds.
- Pupils persistently refusing to co-operate must be referred to the Head Teacher.
- Parents/guardians should be informed.
- Offer support to the victim and counselling to the perpetrator.
- Racial Incident form completed as above.
- Possible exclusion.

**Possible Incident:** - Verbal abuse and threats.

**Suggested Action**

- Members of staff should not ignore any racial abuse.
- Explain fully to the perpetrator that verbal abuse will not be tolerated.
- Individuals who persist should be sent to the Head teacher.
- Parents/Guardians should be informed.
- Offer support to the victim and counselling to the perpetrator.
- Racial Incident form completed as above
- Possible exclusion.

**Possible Incident:** - Racist literature brought into school.

**Suggested Action**

- All forms of racist literature to be removed.
- Pupils should be referred to the Head teacher.
- Parents/guardians to be informed.
- Racial incident form completed as above.
- Possible exclusion.

**Possible Incident:** - Provocative behaviour, wearing of badges or insignia.

**Suggested Action**

- Pupils wearing such badges should be sent to the Head teacher.
- Parents/guardians to be informed.
- Racial incident form completed as above.
- Possible exclusion.

**Possible Incident:** - Physical assault.

**Suggested Action**

- Report to class teacher and the Head Teacher.
- Parents/guardians to be informed and request interview with Head Teacher.

- Take necessary steps to prevent recurrence.
- Offer support to victim and counselling to perpetrator.
- Possible exclusion if assault severe or incident reoccurs.
- Racial incident form completed as above.
- Possible exclusion.

## **Community Cohesion**

### **Overview**

Lever Edge Primary Academy will play its part in helping all learners to become members of a welcoming and cohesive community. This will fit them for life in the United Kingdom, whose population has an increasingly rich diversity of backgrounds, origins, beliefs and cultures. We will help all to belong and to feel equally valued as members of our school and as citizens and residents of the United Kingdom.

### **Objectives**

1. To ensure that there is a common vision and sense of belonging by all as a part of our school and local community.
2. To help learners and all in school appreciate and value the wide range of diversity of people's different backgrounds and circumstances.
3. To help all learn about our nation's history, culture, traditions and its developing and changing nature.
4. To help all develop an understanding of the rights and responsibilities of being a citizen of the United Kingdom.
5. To ensure that all are treated fairly and equally and given similar life opportunities.
6. To ensure that strong and positive relationships exist and continue to be developed in school's and in its wider community.

### **Strategies**

1. The school will promote community cohesion by developing its teaching, learning and curriculum to help all children to learn and understand others. They will learn to value diversity whilst recognizing shared values,
2. This school will promote awareness of human rights and work together with staff, parents and pupils to uphold them
3. We will develop the skills of participation and responsible action necessary for living together as citizens within the United Kingdom.
4. We will promote equity and excellence to ensure equal opportunities for all to succeed and do well.
5. We will provide access and participation in learning and in wider activities while working to eliminate variations in outcomes for different groups.
6. We will provide reasonable means for children, young people, their friends and families to interact with people from different backgrounds and build positive relations. This will include links with different schools and communities.

### **Outcomes**

Through our work and partnerships we will promote cohesion and provide a common point of communication for a wide range of people. We will equip young people to make a positive contribution, to care for and contribute to the community, to understand human rights and gain an international perspective of their world. We will develop responsible young citizens who support cohesion. This policy will make a key contribution to the school's positive ethos. The Head teacher and governing body will assess the impact of this policy and monitor its operation. It should be viewed in conjunction with the school's other policies especially the Race and Equality Policy, Equal Opportunities Policy and Behaviour Policy.

### **Links to other policies**

This policy is linked to our Menopause Policy, Accessibility plan, Behaviour Policy, Anti- Bullying Policy and SEND Policy.