



Crosby Primary School
Diversity and Equality Policy
Last Reviewed Spring 2024
Next Review Spring 2025

This policy applies to all members of the school community. We live in a diverse society and we are committed to creating an environment for the whole school community that demonstrates shared values of inclusion, equality, fairness and respect. This policy should be read in conjunction with the Behaviour Policy, SEN Policy, PSHE Policy and Mutual Respect at Work Policy.

We recognise and celebrate difference within a culture of respect and fairness, and aim to meet the needs of every child.

Crosby Primary School is an inclusive school, we work together with our children, families and staff to ensure that inclusion and equality are part of all our activities.

- We promote positive attitudes and behaviours towards equality and diversity
- We promote understanding of equality and diversity through the school curriculum and ethos
- We fulfil our legal obligations

Equality is about creating a fairer society, where everyone can participate and has the opportunity to be the best that they can be. Equality of opportunity has a legal framework to ensure protected groups are not discriminated against. Diversity is about recognising and valuing difference, where everyone is respected for who they are.

Protected characteristics in law are:

- Age
- Gender reassignment
- Being married or in a civil partnership
- Being pregnant or on maternity leave
- Disability
- Race including colour, nationality, ethnic or national origin
- Religion or belief
- Sex
- Sexual orientation

Our approach to equality and diversity is based on the following key principles:

1. **All persons are of equal value.** However, this does not mean we treat everyone the same, sometimes it means giving people extra help so that they have the same opportunities as others
2. **We recognise, respect and value difference and understand that diversity is a strength.** We take account of differences and strive to remove barriers and disadvantages which people may face in relation to disability, ethnicity, gender, religion, belief or faith and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.
3. **We foster positive attitudes and relationships.** We actively promote positive attitudes and mutual respect between groups and communities different from each other.
4. **We foster a shared sense of inclusion and belonging.** We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life.
5. **We observe good equalities practice for our staff.** We ensure that policies and procedures take into account the needs of employees, potential employees and the needs of the school.
6. **We have the highest expectations of all our children.** We expect that all pupils can make good progress and achieve to their highest potential.

7. **We work to raise standards for all pupils, but especially for the most vulnerable.** We believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school.
8. **Challenging prejudice and stereotyping.** We tackle negative prejudice and stereotyping. We challenge and report all incidents of prejudice based bullying, for example racist, homophobic or bullying of people because of a disability. We will also challenge gender-based and other stereotypes.

Embedding Equalities and Diversity in the Curriculum

The key principles of equality and diversity are embedded throughout our curriculum. They are enhanced by specific themes within the curriculum of subjects such as Our Community in Geography, and Justice and Freedom in RE.

Equality Statement

Eliminating Unlawful Discrimination

Crosby Primary School follows a pupil discipline policy which includes our approach to combatting bullying. The school monitors, and reports termly to the governing body, any acts of unlawful discrimination. We aim to continue to reduce the number of discriminatory incidents.

Advancing Equality of Opportunity

The school recognises that diversity can result in children having different needs, and endeavours to ensure the environment, curriculum and teaching practice reflects this. Each term teachers and governors review the children's attainment and progress data, and identify how those with different protected characteristics are performing. The school then uses its resources to respond to significant trends. We aim to ensure all groups achieve in line with or above national expectations.

Fostering Good Relationships

The school promotes diversity through the curriculum, World Buddy systems and the school and class councils. We aim to maximise the resources of our local community to enhance the children's learning.

Monitoring and Review

The policy is monitored and reviewed by the Governing Body. We collect and inform the Governing Body of all racist and other diversity-related incidents on a termly basis and immediately in the case of more serious incidents.

Last reviewed Spring 2024. Next review Spring 2025