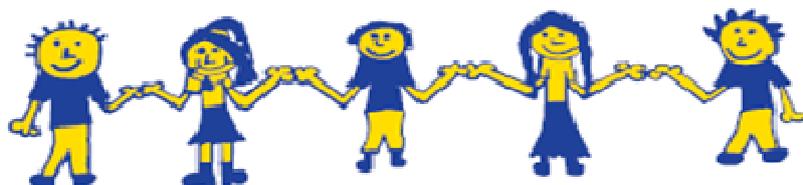


# Equality and Diversity Policy Statement

Chisenhale Primary School



Learning Together for a Better Future

Date Policy Reviewed	April 2017
Policy Written By	Helen James
Agreed by Governors	
Date of next Review	April 2019

Chisenhale Primary School

# CHISENHALE PRIMARY SCHOOL | 2017

## EQUALITY AND DIVERSITY POLICY STATEMENT

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The governors and staff of Chisenhale Primary School are fully committed to promoting and ensuring equality and diversity.

### **Our commitment**

We at Chisenhale Primary School will promote diversity and equality in everything we do to help improve the quality of life for every member of the school community. We recognise that the community's diversity is one of its greatest strengths and assets. We will build upon this by working with governors, partners, local organisations, key members of the community and parents to provide the highest possible quality of education. To achieve our vision and deliver our strategic priorities and objectives we are committed to providing a service that is accessible, fair and responsive.

### **Our aims and values**

#### **As a service provider we will:**

- promote equality of opportunity and eliminate discrimination in the planning and delivery of our services in terms of age, disability, ethnicity, gender, sexual orientation, religion or belief, health and income status;
- promote good relations between communities, faith groups, race, gender and address negative stereotyping of any group;
- tackle harassment relating to a person's age, disability, ethnicity, gender, sexual orientation, religion or belief, health and income status.

#### **As an employer we will:**

- develop, review and promote policies and practices that ensure equality of opportunity and eliminate discrimination for our workforce in all areas of employment (including recruitment, retention, learning and development, promotion, flexible working, grievance, disciplinary and retirement);
- ensure that our workforce reflects the diverse nature of the community that we serve.

#### **We will comply with:**

- the Human Rights Act 1998;
- Equality Act 2010

We will recognise our community leadership and partnership role and use this to work towards a cohesive community reflecting local circumstances.

### **How we will continue to deliver our commitment**

Our commitment is supported by a number of legal duties that require us to promote equality and eliminate discrimination. These provide important tools to help further embed diversity and equality in the culture of the organisation. We believe we have a strong moral and social duty to recognise that discrimination takes place, that tensions can sometimes exist between different communities, and to do everything we can to challenge prejudice and discrimination and promote better understanding and respect toward groups and individuals. We recognise that delivering this commitment can only be achieved through building sustainable partnerships. We will deliver our commitment by:

- building on our good practice;
  - involving all sectors of our community in the design, review and scrutiny of our service delivery and employment practices;
  - promoting information and access to our services in accessible ways;
  - where necessary, carrying out Equality Impact Assessments of new and existing policies and practices to make sure that they will not discriminate against anyone;
  - delivering services which are appropriate, flexible and responsive to the needs of the community including parents, carers and pupils;
  - removing barriers which deny people access to our services;
  - using our powers to make sure that organisations and partners providing services on our behalf work in line with this policy;
  - developing a workforce which reflects at all levels the community we serve;
  - making sure that all employees and governors know the effects of this policy and are provided with appropriate training;
  - making sure that all employees and other members of our community know about their rights of protection from discrimination, harassment or bullying;
  - developing and promoting policies which give everyone equal access to employment at the school, and related opportunities;
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