



WALSH

MEMORIAL

C.E. (Controlled)

Infant School

EQUALITY AND DIVERSITY POLICY

DATE FOR REVIEW: MARCH 2021



EQUALITY AND DIVERSITY POLICY

Vision

We are working together to build a just society where all children are valued and respected and have equal access to education. Through the friendly supportive community, we have built we encourage everyone to be open minded to new ideas and be interested in others. We help our pupils to have empathy with those who are different from us. We will value everyone's contribution, while we will have the courage to know when we are right or wrong and to stand up for what we believe in.

Aims

Walsh Memorial is dedicated to a policy of opportunity for everyone in the school community.

The promotion of Equality and Diversity in school.

At Walsh Memorial we promote equality and diversity by encouraging a culture of consideration and respect.

We actively promote opportunity for all through our policy of inclusion and integration.

We are committed to building community cohesion not only within the school but building links with other schools and the community.

Pupils are given the opportunity to access the curriculum with the provision of relevant support and resources where necessary.

The promotion of equality through the curriculum.

At Walsh Memorial we ensure all pupils have equal access to the curriculum with appropriate differentiation.

We have developed a broad and balanced curriculum, which we will review regularly to ensure that it meets the needs of all pupils and develops knowledge of the wider world.

The curriculum is resourced to reflect the requirements of learning and teaching and these resources are monitored to ensure that they reflect the aims of this policy.

The promotion of equality through classroom organisation

At Walsh Memorial we promote equality through classroom organisation by ensuring that resources are available to enable access to all areas. We also ensure that all resources are equally accessible to all children. Every child has worked displayed at some point in the school year displayed and the school has a broadly balanced rolling programme for displays ensuring they cover the world community.

Teaching and learning

Equality through the explicit and implicit curriculum will be promoted by building into all areas of School life the knowledge, skills and attitudes to enable children to participate fully in the global society. We will particularly strive to develop the self-esteem of all children to enable them to function fully as citizens. This is all underpinned by our school values.

Knowledge

- The curriculum will provide children with the opportunity to learn about and understand other peoples' values and beliefs.
- Children will learn that everyone has physical needs and hopes for friendship, love and happiness.
- Children will be taught that all humanity is interdependent both emotionally and economically.
- Children will learn about changes in society and how they impact on their lives.
- Children will be encouraged to think about their future and will learn strategies for benefiting from work and education opportunities.
- Children will be taught physical activities that will encourage co-operation and productive completion.
- Children will be taught to value the common values that underpin our democracy.

Skills

- To be able to treat one another as an equal, while recognising differences.
- To be able to communicate effectively for instance able to express feelings of inequality.
- To be considerate both emotionally and physically of themselves and others.
- To be able to recognise and promote appropriate and considerate practices.
- To be able to find out and record information from a variety of sources.
- To be able to make decisions which have taken into account the opinions, needs, values and beliefs of others.
- To be able to stand back and consider a situation objectively.

Attitudes

- We will encourage our different pupils to develop enquiring minds and to seek understanding of different cultures and backgrounds.
- We will give pupils access to experiences of festivals, cultural activities and community events.
- We will support pupils in their understanding and appreciation of other faiths, cultures and beliefs.
- We will ensure that staff; pupil's governors and parents understand and respect the philosophy of our behaviour policy.
- We will work as a team to ensure all members of our community are valued and appreciated.
- We encourage children to put forward arguments supported by evidence.

Unacceptable discrimination

All forms of discrimination are unacceptable at Walsh Memorial.

All staff and governors are aware that the following are not acceptable:

- Discrimination on grounds of race, colour or religion should always be challenged – it is especially important to be vigilant where children from ethnic minorities have no language.
- Discrimination on grounds of gender or sexuality, especially concerning behaviour should always be challenged.
- Insults that are gender or sexuality specific.
- Discrimination on grounds of disability.
- Discrimination with regard to physical attributes.

Dealing with specific incidents

We recognise that disability, racist and gender insults give personal offence. They are therefore distinct from other incidents. They will be dealt with according to the School AntiBullying policy.

Racist Incidents

All incidents that could be considered or perceived as racist will be treated seriously. Careful analysis of the situation and the language used will be discussed with the pupils and both sets of parents will be kept informed. Depending on the level of understanding of the pupil it will be categorised and dealt with accordingly.

If a pupil is believed to be behaving as a racist or in a manner that contravenes the spirit of this policy to another pupil and fails to respond to other strategies he or she could be excluded.

If an adult connected with the school in a formal capacity behaves in the above manner she / he will be given a formal warning or in the case of a parent reminded of the law.

All incidents that could be defined as racist will be recorded and included in the Headteacher's report to governors.

Monitoring

This policy will form part of the induction policy of all adults and governors working in School.

It will be part of the PHSE programme for all pupils.

This policy is monitored once a year in the spring term according to National Guidelines.

A significant part of the monitoring will be interviews with children regarding their perceptions of racial equality and diversity and these will be discussed with the staff and governors.

Training

Equalities and diversity training will be regularly updated to take into account the changing needs of the school and the community. Currently this is part of the Surrey diversity project.

