



## Equality and Diversity Policy

This policy applies to the whole school including those in the EYFS.

### 1. Mission Statement

Oakwood School creates a family environment and develops happy, confident children by providing an all-round education of the highest quality, to enable children to have the best start in life and be able to achieve their potential.

#### 1.1 Core Values

- A The Oakwood Family is **Actively** involved in every area of school life –  
**Academic**, cultural, sporting and social
- C We are **Creative** and **Confident**, and **Contribute** to the local **Community**
- O We encourage **Original** thought; spurring us **Onwards**
- R We are **Ready** to face new challenges and take **Risks**
- N We **Nurture** self-esteem by positive relationships with each other, creating well-rounded, independent individuals
- S Our Oakwood Family promotes a **Safe** and **Supportive** environment to enable every child to flourish

### OAKWOOD SCHOOL – THE ROUTE TO SUCCESS

### 2. Aims and Values

#### 2.1 Our school ethos states:

Oakwood School is a welcoming school where everyone is valued highly and where tolerance, honesty, co-operation and mutual respect for others are fostered. We are committed to the development of the whole person within a supportive, secure and creative environment. A broad, balanced and appropriate curriculum provides equal

opportunity for all pupils to maximise their potential regardless of race, sex, disability, sexual orientation, religion or belief. We endeavour to promote positive relationships with parents, governors and members of the wider community.

2.2 At Oakwood School we aim to actively promote equality and harmonious relations in all areas of school life and follow DfE advice for schools: 'The Equality Act 2010 and schools' and government advice 'Gender Separation in Mixed Schools'. We do not tolerate any form of discrimination and, should the need arise, seek swift and fair resolutions. We seek to remove any barriers to access, participation, progression, attainment and achievement. We take seriously our contribution towards community cohesion.

We aim to:

- promote the fundamental British values of democracy, the rule of law, liberty, mutual respect and tolerance of these with difference faiths and beliefs;
- provide a secure environment in which all our children can flourish and be healthy, stay safe, enjoy and achieve, make a positive contribution, and enjoy economic well-being;
- provide a learning environment where all individuals see themselves reflected, feel valued and have a sense of belonging;
- prepare children for life in a diverse society in which children are able to see their place in the local, regional, national and international community;
- include and value the contribution of all families to our understanding of equality and diversity;
- provide positive non-stereotyping information about different groups of people regardless of gender, ethnicity, disability, sexual orientation, religion and age;
- plan systematically to improve our understanding and promotion of diversity;
- actively challenge discrimination and disadvantage;
- make inclusion a thread which runs through all our activities.

To achieve these aims we will:

- involve appropriate staff in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies and procedures;
- publish and share our policies and impact assessments with the whole community;
- collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage either through methods of teaching, assessment or the scope of the curriculum;
- use all available information to set suitable learning challenges for all, respond to pupils' diverse needs and overcome any potential barriers to learning
- ensure that the wider school curriculum makes explicit and implicit provision to promote and celebrate diversity;
- have high expectations of behaviour which demonstrates respect to others, tackling poor behaviour towards others, including bullying and discrimination and narrow any gaps in outcomes between difficult groups of children.

### **3. Leadership, Management and Governance**

#### 3.1 Oakwood School is committed to:

- being pro-active in promoting good relationships and equality of opportunity across all aspects of school life and the wider community;
- encouraging, supporting and enabling all pupils and staff to reach their potential and make a positive contribution;
- working in partnership with families, the local authority (LEA) and the wider community to establish, promote and disseminate inclusive practice and tackle discrimination ensuring that our **Equality and Diversity Policy** is followed.

### **4. Responsibilities**

#### 4.1 The Governing Body

It is the Governing Body's responsibility to:

- ensure that the school complies with equality legislation;
- ensure that the school's policy and its procedures and strategies are carried out and monitored with appropriate impact assessments informing future plans;
- scrutinize the recording and reporting procedures at least annually;
- follow the school's admissions policy, which is fair and equitable in its treatment of all groups;
- monitor attendance and take appropriate action where necessary;
- have equal opportunities in staff recruitment and professional development and membership of the Governing Body;
- provide information in appropriate, accessible formats;
- be involved in dealing with serious breaches of the policy;
- be pro-active in recruiting high-quality applicants from under-represented groups.

### **5. The Headteacher**

#### 5.1 It is the Headteacher's responsibility to:

- implement the policy and its strategies and procedures;
- ensure that all staff receive appropriate and relevant continuous professional development;
- actively challenge and take appropriate action in any cases of discriminatory practice;
- deal with any reported incidents of harassment or bullying in line with IAPS guidance;
- ensure that all visitors and contractors are aware of, and comply with, the school's equality and diversity policy;
- produce a report on progress for governors annually.

## 6. All Staff

6.1 It is the responsibility of all staff to:

- be vigilant in all areas of the school for any type of harassment and bullying;
- deal effectively with all incidents from overt name-calling to the more subtle forms of victimisation caused by perceived differences;
- identify and challenge bias and stereotyping within the curriculum and in the school's culture;
- promote equality and good relations and not discriminate against pupils on grounds of race, gender, religion, age, ability and sexual orientation;
- promote an inclusive curriculum and whole school ethos which reflects our diverse society;
- keep up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources.

## 7. Breaches of the Policy

All breaches of the policy will be rigorously followed up using the appropriate procedures and reported to the Governing Body as required.

Reviewed: August 2015	By:	Clare Bradbury, Headteacher
Reviewed: September 2016	By:	Clare Bradbury, Headteacher
Reviewed: October 2017	By:	Clare Bradbury, Headteacher
Reviewed: August 2018	By:	Clare Bradbury, Headteacher
Signed: 	By:	Clare Bradbury, Headteacher
Next Review Date:		August 2019