# **Cambridge Street School**

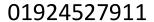


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# **EQUALITY & DIVERSITY POLICY**

Version: 9.0

**Issued Date:** Sept 2023

Next Review Date: Sept 2024

Approved By: Abdul Jabbar Ahmed

(Chair of Governing Body)
Suleman Collector

(Head Teacher)

### We aim to:

- · Provide a secure environment in which all our children can flourish and achieve all five outcomes of 'Every Child Matters' (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 and feel 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 age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy; as described in the Equality Act 2010;
- · Plan systematically to improve our understanding and promotion of diversity;
- · Actively challenge discrimination and disadvantage.

#### To achieve these aims we will:

- · Involve proprietors in the development, review, evaluation and assessment of all relevant improvement plans, policies and procedures;
- · Publish and share our policies and assessments with the whole community;
- · 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;
- · Take account of parental preference related to religion and culture;
- · Take steps to ensure that the school's admissions process is fair and equitable to all pupils;
- · Encourage all parents/carers to participate at all levels in the full life of the school.

## **Responsibilities - The Proprietors**

It is the Proprietors responsibility to:

- · Ensure that the school complies with equality legislation;
- · Meet requirements to publish equality schemes;
- · Ensure that the school's policy and its procedures and strategies are carried out and monitored with appropriate 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;
- · Provide information in appropriate, accessible formats;
- · Be involved in dealing with serious breaches of the policy;

#### The Head Teacher

It is the Head Teacher'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 school policies
- · Ensure that all visitors are aware of, and comply with, the school's equality and diversity policy;
- · Keep proprietors informed of progress through regular meetings

#### All Staff

The skills of all staff, including non-teaching staff are recognised and valued.

All are given status and support and are encouraged to share their knowledge.

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 on grounds of race, gender, religion, age 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
- · Ensure that the classroom is an inclusive environment in which positive steps are taken to allow all pupils to participate;
- · Respond to pupil's different learning styles in order to engage all pupils
- · To encourage all pupils to question, discuss and collaborate.

## **Breaches of the Policy**

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

Version: 9.0 | September 2023

# 1. VERSION HISTORY

Issue Date	Version Number	Approved By
July 2019	5.0	Head Teacher & Governing Body
Sept 2020	6.0	Head Teacher & Governing Body
Sept. 2021	7.0	Head Teacher & Governing Body
Sept. 2022	8.0	Head Teacher & Governing Body
Sept 2023	9.0	Head teacher & Governing Body

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