



## **Cambridge Street School**

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# **EQUALITY & DIVERSITY POLICY**

**Version:** 11.0

**Issued Date:** Sept 2025

**Next Review Date:** Sept 2026

**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.

## 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 |
| Sept 2024  | 10.0           | Head Teacher & Governing Body |
| Sept 2025  | 11.0           | Head Teacher & Governing Body |

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