

### OVERVIEW

It is the policy at Valewood Primary School to promote equality and diversity in all areas of our life and work. We will not tolerate discrimination on unlawful or unfair grounds. Everyone will be treated equally and given equal access to the curriculum and to the life of the school. Everybody will have equal opportunity to benefit from all that we offer. Our intention is to develop an ethos in which all will thrive. Diversity and differences will be valued and respected by the whole school community and they will contribute to the richness of our school life and learning.

### OBJECTIVES

1. To have full regard of the Equality Act 2010 and to ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
2. To ensure that teaching and learning promotes equality, celebrates diversity and promotes community cohesion.
3. To ensure that no-one at Valewood is unfairly or illegally disadvantaged as a consequence of their gender, colour, race, age, ethnic or national origin, ability, sexual orientation or religious beliefs.
4. To recognise and celebrate diversity within our community whilst promoting community cohesion.
5. To ensure that those with management responsibility and individual staff accept responsibility for the planning, organisation and delivery of appropriate educational material to ensure that this policy for equality and diversity is woven into all we do.
6. To ensure that learners, parents and carers are fully involved in the provision made by the school.
7. To ensure that within the school budget appropriate funding is provided to underpin this policy.

### STRATEGIES

1. Monitoring, evaluation and review carried out by the Senior Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy.
2. Parents will be involved and consulted about the provision being offered by the school.
3. Teachers will ensure that their planning, teaching and their pupils' learning takes account of this policy and ensures that equity underpins all their work.
4. The diversity within our school and the wider community will be viewed positively by all and this diversity will be recognised as a rich resource for teaching, learning and for the whole extended curriculum.
5. INSET opportunities will be provided for staff, to raise awareness and provide practical examples of suitable curricular materials. This will include work around SEN-D, Safeguarding, Sex & Relationship Education, British Values and Anti-Radicalisation- Prevent agendas.
6. Opportunities for teachers and the Senior Leadership Team to network with local schools in the CAPITAL Partnership to enhance provision will be planned for as appropriate.
7. Active contributions will be sought of parents/ carers and others to enrich teaching, learning and the curriculum.
8. The positive achievements of all pupils will be celebrated and recognised both within school and beyond in the wider community.

### OUTCOMES

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This policy will play an important part in the educational development of individual pupils. It will ensure that all pupils and all staff are treated as favourably as others and that everyone at Valewood will make all the reasonable adjustments necessary to promote equity and community cohesion. Learners from all backgrounds will be treated as equal and valued members of the school community at Valewood Primary School.

**Revised by Stakeholders**

**Adopted by the Governing Body**