



## Equality and Diversity Policy

### Rationale

We believe that at Oaktree School attitudes and behaviour must be based on the fact that every member of the school community is of equal importance. This policy explains our vision and commitment to equality of opportunity and the respect for diversity as a provider of quality experiences for the children and adults who attend Oaktree School.

### Our Vision

Oaktree School is committed to the vision of having a safe, cohesive, healthy and inclusive community. This vision is guided by the core values of:

- Upholding the basic right of every individual to be treated and valued equally
- Valuing the unique diversity of every individual which may include, race, gender, class, age, disability, and sexuality
- Eradicating false beliefs and discriminatory practices which create negative feelings, cause frustration and limit individual potential
- Promoting good relations in our engagement with partners and local community

We count on the support of pupils, parents, staff, governors and the wider community to ensure that all people are valued and treated fairly in our diverse multi-cultural society.

### Aims

Our aims in providing equal opportunity and respect for diversity are that all members of the school community will:

- Feel valued
- Experience success and progress
- Receive equal opportunities and equal access to all curriculum areas
- Develop the skills and attitudes to take up new opportunities
- Discuss and debate equality issues and make fair judgements
- Learn about and value the talents and skills of people throughout the world
- Challenge racism in all forms
- Learn to recognise and challenge stereotypes and discriminatory attitudes
- Show respect and consideration for all members of the school and local community

### Equal Opportunities Statement

We believe that in this school attitudes and behaviour must be based on the fact that every member of the school community is of equal importance. Therefore it is the right of every person to have access to equal opportunities so that they may reach their full potential regardless of gender, sexuality, ethnic origin, age, class, religion, culture, language, physical appearance, ability, background or medical needs.

We recognise that the children in our care live in a multi-cultural society and should be prepared to take their places as happy, confident and responsible people in this society.

### Race Equality Statement

The Governors and staff at Oaktree School wish to state that we are committed to working with all our communities to ensure that everyone has an equal opportunity to succeed and that no member of this school will suffer or be disadvantaged by direct or indirect racial discrimination.

At all times we will be vigilant for aspects of our work and play, which may hurt or disadvantage others. No act of deliberate bullying or harassment will be tolerated. Any form of racism is unacceptable and will be challenged.

Oaktree School will work within the provisions of the Law and do everything to meet 6 the Standards for Racial Equality as laid out by the Commission for Racial Equality in "Learning for All".

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race – this includes ethnic or national origins, colour or nationality
- Religion or belief – this includes lack of belief
- Sex
- Sexual orientation

### **Procedures**

In enforcing and embedding equal opportunities and respect for diversity, we will:

- Monitor and record all racist incidents
- Deal with any reported 'racist incident' in accordance with the procedures outlined in our school Behaviour Policy
- Deal with any breaches of 'equal opportunity' in accordance with the procedures outlined in our school Behaviour Policy and Staff Conduct policy
- Ensure that staff are trained in being aware of, understanding and valuing the importance of equality and diversity and in the 8 standards.
- Provide a procedure where staff, children or parents can formally raise serious concerns about a breach of this policy
- Ensure that recruitment of staff is based on the sole basis of work criteria and the applicants abilities and individual merit
- Report annually to the Governing Body the number of racist incidents and a breakdown of Equal Opportunity incidents under the 8 standards.
- Report annually the number and self defined ethnic identity of any 'excluded' pupils or any other significant categories

### **A duty to promote community cohesion**

We will use the principles outlined in this policy to work towards a cohesive community in which:

- All members enjoy a sense of belonging
- The different backgrounds of people are valued and appreciated
- All enjoy equal access to the opportunities life presents
- We work towards developing relationships between people from diverse backgrounds in school and the local community

### **Whistleblowing**

Should any member of the school community feel that his or her rights to an equal opportunity have been disregarded then the following procedures as outlined in our **Whistle Blowing** Policy will apply:

A child – should report his/her concerns to any adult employed by the school, who will then follow the procedures outlined in the school **Behaviour Policy**

An adult – should report his/her concern to the Headteacher or to a Parent Governor, who will investigate the complaint and if necessary take measures to redress the situation.