

Cognita Schools Ltd

Equality and Diversity Policy

Meoncross School

including EYFS



January 2017

SCHOOL AIMS

- Academic Excellence
- Achievement in a wide range of activities
- Care and respect for the individual within a safe environment
- Creating opportunities for challenge and leadership
- Good discipline and a sense of order
- Service to others – in school and in the community

Meoncross School

‘We are committed to safeguarding and promoting the welfare of children and young people and expect all staff, volunteers and other third parties to share this commitment.’
The safety of our pupils is our number one priority. Any concerns or signs of abuse or neglect must be immediately reported to one of our Designated Safeguarding Leads (DSL).

Contact names	
Designated Safeguarding Lead (DSL)	Mrs Bev Watts
Deputy Designated Safeguarding Lead (Deputy DSL)	Mrs Kerri Jenkins
Any other staff trained to DSL level	Mr Matt Russell, Mrs Kerri Jenkins, Mrs Lisa King
Designated Practitioner with responsibility for safeguarding in early years	Mrs Lisa King
Headmistress	Mrs Sarah Ebery
Cognita Education Executive/ Chair of governance panel	Mrs Danuta Tomasz Mrs Fiona Dixon

Local Authority (LA) contact	(From internal phones, dial 9 first for an outside line)
Our school follows the safeguarding protocols and procedures of our geographical local authority	Hampshire County Council childrens.services@hants.gov.uk
The Local Authority Designated Officer (LADO) for child protection	Barbara Piddington 01962 876364

Local authority children's social care referral team	Professional Services: 01329 552379 Children's Services: 0300 555 1384
Local authority out of hours contact number	0300 555 1373
Where there is a risk of immediate serious harm to a child a referral should be made to children's social care immediately. Anybody can make a referral.	
Local Police Emergency	999
Local Police non-emergency	101

Location of local authority safeguarding and child protection documents in school	
Local authority documents, e.g. thresholds, referral forms and related guidance can be found:	In Deputy Head's Office (DSL)

National contacts	
NSPCC Help Line	Tel: 0808 800 5000 Email: help@nspcc.org.uk
Child Line	Tel: 0800 11 11

Cognita	Cognita, 5 & 7 Diamond Court, Opal Drive, Eastlake Park, Fox Milne, Milton Keynes, MK15 0DU Telephone: 01908 396 250

KEY FACTS:

- ▶ Under the Equality Act (2010) all schools are responsible for eliminating any form of discrimination, for promoting good relations between children, staff and parents and for ensuring that all pupils, regardless of sex, race, disability, religion or belief or sexual orientation, gender reassignment, pregnancy or maternity should have equal access to all aspects of school life, reflected in the school environment and its curriculum.
- ▶ All staff appointments are to be based on strict professional criteria.
- ▶ All staff should be seen to model appropriate behaviour and should take every opportunity to encourage pupils to behave appropriately and to deal with incidents positively.
- ▶ All forms of discrimination, including bullying and harassment, by any person will be treated seriously and breaking the conditions of the equal opportunities policy will be deemed as misconduct and could lead to disciplinary action.
- ▶ The policy will be monitored and reviewed each year.

1 Purpose

- 1.1. At Meoncross School we recognise our responsibilities under the Equality Act (2010) to eliminate discrimination and to promote good relations between children, staff and parents.
- 1.2. We aim to provide all pupils, regardless of sex, race, disability, religion or belief, or sexual orientation, gender reassignment, pregnancy or maternity, equal access to all aspects of school life and work to ensure that every child is valued as an individual.
- 1.3. Practitioners, as role models, are aware of the influence of adults in promoting positive attitudes and use that influence to challenge stereotypical ideas.
- 1.4. Our aim is to equip pupils with an awareness of our diverse community and to appreciate the value of difference. Discrimination is not acceptable.
- 1.5. Pupils' names will be accurately recorded and correctly pronounced. Pupils will be encouraged by staff to accept and respects names from other cultures.
- 1.6. All forms of discrimination by any person will be treated seriously since all such behaviour is unacceptable. Symbols, insignia and badges which indicate otherwise will not be worn. Staff are aware of possible cultural assumptions and bias within their own attitudes.
- 1.7. The school values linguistic diversity positively. Pupils and parents will feel that their language spoken at home is valued.
- 1.8. In all staff appointments, the best candidate will be appointed based on strict professional criteria. We provide equal opportunities to everyone we employ and we do not accept any type of discrimination.

- 1.9. We encourage all our employees to develop their full potential and we will do everything we can to help them to achieve this.
- 1.10. We will not discriminate, harass or victimise a pupil or potential pupil in the way we admit a pupil or provide education, access to any benefit, facility or service or by excluding a pupil or subjecting them to any detriment. This extends to pupils who have left our school.

2 Our Commitment

- 2.1. Every child and employee has the right to dignity and respect. We will not tolerate bullying or harassment.
- 2.2. Our aim is to provide for all pupils according to their needs, irrespective of sex, race, disability, religion or belief or sexual orientation.
- 2.3. We will provide equal opportunities to all staff and children. We treat all our employees fairly and equally.
- 2.4. Breaking the conditions of our equal opportunities policy, will be deemed as misconduct and could lead to disciplinary action.
- 2.5. We will monitor and review our policy each year.
- 2.6. Equality of opportunity permeates the whole school curriculum and is reflected in the school organisation.
- 2.7. Our policy is in line with the current law.

3 Aims

- 3.1. Through implementation of our policy we aim to:
 - 3.1.1. Create an environment in which each individual feels valued, irrespective of ethnicity, language, gender, ability, religion or belief, or sexual orientation.
 - 3.1.2. Ensure equal access to all areas of the curriculum for all the children in our care.
 - 3.1.3. Promote the belief that all can and should achieve to their highest potential in all areas of the taught and “hidden” curriculum.
 - 3.1.4. Provide materials to promote learning that are appropriate and reflect diversity.
 - 3.1.5.

4 General Principles

- 4.1. We will strive to provide training on equal opportunities and diversity for staff.
- 4.2. All parent and carers, regardless of ethnic background, disability, gender or socio-economic background are welcome and will be encouraged to participate in the life of the school.

- 4.3. All our children have a right not to experience behaviour which offends anyone on the grounds of race, gender, nationality, sexual preference, ability etc.
- 4.4. We shall foster a positive atmosphere of mutual respect and trust among children and staff.
- 4.5. We aim to create an environment in which all children and their families and staff feel safe and unthreatened.
- 4.6. Staff should be seen to behave in a manner which demonstrates mutual respect for one another.
- 4.7. Adults should take every opportunity to encourage children to behave appropriately and to deal with incidents positively.
- 4.8. We will be sensitive to and provide for cultural and religious requirements, such as dress, diet and events.
- 4.9. We encourage children to develop self-esteem, confidence and motivation in all areas of their lives. Including their own learning, development and progress.

5 Curriculum Principles

- 5.1. All children will be respected and their individuality and potential recognised, valued and nurtured.
- 5.2. Activities and the use of play equipment offer children opportunities to develop free from prejudice and discrimination, and encouraged to enjoy and learn from them equally.
- 5.3. Our aim is to show respectful awareness of all major events in the lives of children within our school and in society as a whole.
- 5.4. Appropriate opportunities will be given to children to explore, acknowledge and value similarities and differences between themselves and others.
- 5.5. We will provide positive opportunities for disabled pupils so that we treat them more favourably than non-disabled pupils, where necessary making reasonable adjustments to put them on a level footing with pupils without disabilities.
- 5.6. We will carry out accessibility planning aimed at increasing the extent to which disabled pupils can participate in the curriculum, improving the physical environment to enable disabled pupils to take better advantage of education, benefits, facilities and services provided, and improve the availability of information to disabled pupils.

6 Monitoring & Evaluation

- 6.1. The named people in school who coordinate and monitor the policy are as follows:-
 - 6.1.1. Mrs B Watts, Senior Deputy Head & DSL and
 - 6.1.2. Mr N Waites, School Business Manager

- 6.2. The Headmistress will seek to implement this policy and ensure that it is fair and equal.
- 6.3. It is the responsibility of all staff to monitor the success of the policy by ensuring that issues raised within it are followed and supported.
- 6.4. Where monitoring identifies a manner of concern, appropriate action will be taken by the senior leadership team to address the situation, after seeking appropriate consultation and advice.
- 6.5. Cognita Schools as proprietor ensures our equality and diversity policy and practice is kept under review annually. Implementation will be carried out and reported to our schools compliance committee, overseen by and reported by exception through the Governors to the UK Compliance Committee (2013).
- 6.6. The same process for accountability of our three year accessibility plan takes place as detailed at 7.5 above.

7 Related Policies, Guidelines, Templates and Forms

- Special Educational Needs.
- Safeguarding including Child Protection Procedures.
- Allegations of Abuse against Teachers and Other Staff.
- Accessibility Plan.
- Compliments and Complaints Procedure.
- Learning Outside the Classroom.