

EQUALITY & DIVERSITY POLICY

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1. Purpose

- 1.1 This Equality and Diversity Policy has been developed in accordance with the Equality Act (1st October 2010). The Equality Act 2010 harmonised nine separate pieces of legislation into one single Act simplifying the law and strengthening it in important ways to help tackle discrimination and inequality in the workplace and all other areas of life.
- 1.2 The Act also specifies particular areas of protection, e.g. in employment and within education and sets out general and specific duties which schools must meet. The Public Sector Equality Duty consists of a general duty and some specific duties that are designed to help schools meet their general duty. As a school this means we have to give due regard to the three elements of the duty in all our activities:
 - eliminate discrimination, harassment and victimisation;
 - advance equality of opportunity between people who share a protected characteristic and those who do not and;
 - foster good relations between those who share a protected characteristic and those who do not.
- 1.3 This policy represents a commitment to a common set of values and objectives and to a consistent approach to communicating, implementing and monitoring the policy.

2. Definitions

- 2.1 "The school" and "Jigsaw School" means Jigsaw CABAS® School
- 2.2 "CABAS®" is an acronym for Comprehensive Application of Behaviour Analysis to Schooling

3. Scope

- 3.1 This policy applies to all staff, pupils, parents and visitors and is closely linked to other school policies, namely:
 - Equal Opportunities in Employment;
 - Ending Bullying & Harassment;
 - Anti-Bullying;
 - Behaviour Management;
 - Safeguarding & Child protection;
 - PSHE & Citizenship;
 - Relationship & Sex Education;
 - Spiritual, Moral, Social and Cultural Development;
 - Staff Code of Conduct; and
 - Accessibility Plan.

4. Policy Aims

4.1 Jigsaw School is committed to promoting a positive and diverse culture and achieving equality of opportunity for all pupils, parents, staff, governors and visitors, ensuring all are respected, valued and supported to fulfil their potential, irrespective of their protected characteristic. We believe that all people are of equal value and are entitled to equality of opportunity. We will not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

- age,
- disability,
- gender reassignment,
- pregnancy and maternity,
- marriage and civil partnership,
- race (including colour, nationality, and ethnic or national origin),
- religion and belief,
- sex, and
- sexual orientation.

4.2 We recognise our obligations under the Equality Act 2010 and are committed to promoting the equality and diversity of all those we work with. All forms of discrimination by any person within the school's responsibility will be treated seriously, as such behaviour is unacceptable.

4.3 The school is committed to making appropriate provision of teaching and resources for pupils for whom English is an additional language and for raising the achievement of ethnic minority pupils who are at risk from underachievement. The school will identify individual pupil's needs, recognise the skills they bring to school and ensure equality of access to the curriculum.

5. Objectives

5.1 The objectives of this policy are to:

- develop an ethos which respects and values all people;
- actively promote equality of opportunity;
- prepare pupils for life in a diverse society;
- promote good relations amongst people within the school community and the wider communities within which we work;
- eliminate all forms of unfair discrimination, bullying and harassment;
- deliver equality and diversity through our school policies, procedures and practice;
- do our utmost, within available resources, to remove barriers which limit or discourage access to school provision and activities;

- take positive action to provide encouragement and support to individuals and groups whose progress has been limited by stereotyping and cultural expectations;
- monitor the implementation of equality and diversity within the school;
- set targets for improvement and evaluate the impact of equality and diversity action in achieving our goals.

6. Related procedures

- 6.1 We base our Admissions Policy on a fair system (refer to Admissions Policy). We do not discriminate against a child or their family, or prevent entry to our school, on the basis of the protected characteristics, political activities, socioeconomic background, living situation, being a member of a travelling community or being an asylum seeker or having spent convictions.
- 6.2 We will record pupils' names accurately and make all efforts to pronounce them correctly. Pupils will be encouraged to accept and respect names from other cultures.
- 6.3 The curriculum encourages pupils to develop positive attitudes about themselves as well as towards people who are different from themselves. Equality and diversity are embedded as far as possible in all areas of the curriculum and pupils are given opportunities to positively explore difference in relation to race/ethnicity, religion/belief, gender and disability.
- 6.4 Pupils for whom English is an additional language have diverse needs in terms of support necessary in English language learning. Individual curriculum planning will take account of such factors as the pupil's age, length of time in this country, previous educational experience and skills in other languages. There is careful monitoring of each pupil's progress in the acquisition of English language skills and of subject knowledge and understanding.
- 6.5 We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met as far as reasonably possible. We help pupils to learn about a range of food, and of cultural approaches to mealtimes and eating, and to respect the differences among them.
- 6.6 We will respect the religious beliefs and practice of all pupils, staff and parents, and comply with reasonable requests relating to religious observance and practice.
- 6.7 Events are arranged to ensure that all families may become involved in the life of the school if they wish. Information about events and meetings is communicated in a variety of ways (e.g. e-mails, website, social media, and newsletters), to ensure that all parents have information about, and access to, the meetings and school events.

7. Roles and Responsibilities

- 7.1 The Governors are responsible for:

- making sure the school follows all of its equality and diversity policies and codes and meets its legal responsibilities with respect to equality.

7.2 The Headteacher and the School Management Team are responsible for:

- ensuring policies and procedures are in place to comply with all equality legislation;
- ensuring the school implements its equality and diversity policies and codes of practice;
- following the relevant procedures and taking actions in cases of unfair discrimination, harassment or bullying;
- ensuring that appropriate records are kept of any cases of unfair discrimination, harassment or bullying;
- putting the school's equality and diversity policies and procedures into practice;
- making sure that all staff know their responsibilities and receive the support and training necessary to carry them out.

7.3 All Staff are responsible for:

- promoting equality and diversity, and avoiding unfair discrimination;
- challenging any incidents of unfair discrimination or racial, sexual or other stereotyping, perpetrated by pupils or other staff;
- keeping up to date with equality law and participating in equal opportunities and diversity training;
- reporting any incidents of unfair discrimination, harassment or bullying to senior managers.

7.4 Pupils are responsible for:

- respecting others in their language and actions;
- following the school's Golden Rules (see Behaviour Management Policy).

8. Policy Review

8.1 This policy will be reviewed every two years and updated as necessary to reflect best practice and to ensure compliance with any changes or amendments to relevant legislation.

8.2 This policy was last reviewed in June 2020.

9. Version History

No.	Date	Amendment
2.1	June 2020	Complete policy overhaul

10. Related Legislation & Guidance

Document	Location
Equality Act 2010	http://www.legislation.gov.uk/ukpga/2010/15/contents
Public Sector Equality Duty 2011	https://www.gov.uk/government/publications/public-sector-quick-start-guide-to-the-public-sector-equality-duty

11. Related Internal Documentation

Document	Hard Copy Location	Electronic Copy Location
Equal Opportunities in Employment Policy		Common / MyJigsaw /Policies / Trust
Ending Bullying & Harassment Policy		Common / MyJigsaw /Policies / Trust
Accessibility Plan		Common / MyJigsaw /Policies / School
Anti-Bullying Policy		Common / MyJigsaw /Policies / School
Behaviour Management Policy		Common / MyJigsaw /Policies / School
Safeguarding & Child protection Policy		Common / MyJigsaw /Policies / School
PSHE & Citizenship Policy		Common / MyJigsaw /Policies / School
Relationship & Sex Education		Common / MyJigsaw /Policies /
Spiritual, Moral, Social and Cultural Development Policy		Common / MyJigsaw /Policies / School
Staff Code of Conduct		Common / MyJigsaw /Policies /Trust