



Townlands C of E Primary Academy

Equality, Diversity and Inclusion Policy

Approved by: R Johnson (Chair of Governors)

Date: January 2025

Next review due by: January 2028

1. Introduction

A journey of learning in the light of God's love.

In line with the Church of England's "Vision for Education – Deeply Christian, Serving the Common Good"- our school's vision embraces the spiritual, physical, intellectual, emotional, moral, and social development of children and young people.

At Townlands we are committed to ensuring equality of education and opportunity for all pupils, staff, parents/carers receiving services from the school, irrespective of race, gender, disability, religion and belief, or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The achievement of pupils will be monitored by race, gender and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. At Townlands we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

1.1. Townlands strongly believes that everyone should have the opportunity to flourish in an inclusive environment and is committed to developing a culture of equity for all.

1.2. Townlands recognises that equality, diversity and inclusion is integral to fostering an inclusive, professional and secure place of work and study and welcomes its duty under the Equality Act 2010 and The Public Sector Equality Duty 2011.

1.3. The purpose of this policy is to define Townlands commitment to equality, diversity and inclusion to ensure that Townlands meets its legal obligation through setting clear objectives that strive to support and enhance good practice throughout the Academy.

2. Policy Scope

2.1. This policy applies to all employees, pupils, and governors of Townlands.

2.2. It is the responsibility of all employees and governors at Townlands to familiarise themselves with this policy and comply with its provisions.

2.3. The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). This means that schools cannot discriminate against pupils and employees or treat them less favourably because of their sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation, pregnancy or maternity. Age, marriage and civil partnership are also “protected characteristics” and relevant to employees but are not part of the school provisions related to students.

2.4. The Act requires all public organisations, including schools to comply with the Public Sector Equality Duty. All organisations have a statutory obligation and a regulatory requirement to be inclusive. Townlands has a moral obligation to embed a diverse and inclusive culture for all our pupils and employees. Townlands operates on principles of fairness, transparency and equality of all opportunities for all students and Employees.

3. Definitions

3.1. Equality means all individuals are treated fairly and no one will be treated less favourably because of a protected characteristic.

3.2. Diversity means that we are representative of our communities and value all differences.

3.3. Inclusion means that every individual feels valued and is able to participate and achieve their potential.

3.4. Direct Discrimination is when someone is treated unfairly because of a protected characteristic.

3.5. Indirect Discrimination can happen when there are rules, policies or procedures which in practice are less fair to individuals with a certain protected characteristic.

3.6. Harassment is unwanted behaviour that an individual or individuals find offensive. Harassment is unlawful discrimination if it is because of or connected to a protected characteristic.

3.7. Victimisation is when someone is treated badly or is subject to detriment for carrying out a protected act i.e. they complained about discrimination or helped someone who has been the victim of discrimination.

4. Statement of Intent

4.1. Townlands is committed to comply with the Equality Act 2010 and the Public Sector Equality Duty (PSED) and is proactive in its approach to equality diversity and inclusion.

4.2. Townlands believes that all forms of discrimination (direct and indirect), harassment and victimisation are unacceptable and is opposed to any kind of unlawful and unfair discrimination and harassment of any kind.

4.3. All members of the Townlands community are expected to consider their behaviour and demonstrate respect for others.

5. The Equality Act (2010) and Public Sector Equality Duty (2011)

5.1. The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). This means that Townlands cannot discriminate due to the following characteristics:

- i. Age
- ii. Disability
- iii. Race/Ethnicity or National Origin
- iv. Gender Reassignment/Identity
- v. Marriage and Civil Partnership (does not apply to pupils)
- vi. Pregnancy and Maternity
- vii. Religion or Belief (including non-belief)
- viii. Sex
- ix. Sexual Orientation

5.2. As a public organisation, Townlands must also comply with the Public Sector Equality Duty and two specific duties.

5.3. The Public Sector Equality Duty or “general duty”, requires Townlands to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

5.4. “Specific duties” require Townlands to:

- publish relevant, proportionate information demonstrating our compliance with the Equality Duty; and

- to set specific, measurable equality objectives.

6. Our Objectives

6.1 Townlands equality, diversity and inclusion objectives will follow the following principles:

- All members of the Townlands community (staff, pupils, parents/carers and governors) are of equal value and will be treated fairly and equitably, whether or not they are disabled, whatever their ethnicity, culture, religious affiliation, national origin, national status, gender or sexual orientation
- We recognise and respect diversity
 - Disability, so that reasonable adjustments are made
 - Ethnicity, so that different cultural backgrounds and experiences of prejudice are recognised
 - Gender, so that the different needs and experiences of girls and boys, women and men and any other gender identities are recognised
- All individuals are entitled to work and learn in an environment which is inclusive and respectful where differences are recognised and respected. Policies and procedures should therefore benefit all employees and potential employees, for example in recruitment and promotion, and in continuing professional development: whether or not they are disabled, whatever their ethnicity, culture, religious affiliation, national origin, national status, gender or sexual orientation
- Positive attitudes and relationships are fostered, resulting in a shared sense of cohesion and belonging.
 - Positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassment of disabled people
 - Positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice related bullying and incidents
 - Mutual respect and good relations between boys, girls, women, men, and any other gender identities and an absence of sexual harassment
- Objectives pertaining to this policy are specific and measurable over reasonable timescales

7. Monitoring

7.1. At Townlands:

- We will annually review and publish progress against the objectives.

- We will develop and regularly evaluate our practice against these objectives in our equality plan.
- We will improve data collection processes and use the data more intelligently to inform key priorities.
- We will share data and provide regular updates on equality, diversity and inclusion data.

8. Roles and Responsibilities

8.1. The Governing Body is responsible for:

- Ensuring that Townlands meets all required legislation and promotes equality, diversity and inclusion throughout the academy.
- Undertakes its statutory obligations regarding the clarity of ambition, aims and expectations for the curriculum and the high quality of education it provides.
- Reviews and monitors progress against the equality objectives.
- Giving a consistent and high-profile lead on equality and diversity.

8.2. The Headteacher is responsible for:

- Ensuring the effective implementation and management of this policy.
- Ensuring that policy and procedure development is consistent with the principles of this policy as well as meeting legal compliance with regard to equality, diversity and inclusion.
- Monitoring progress against the objectives and action plans.
- Ensuring appropriate training takes place for employees.
- Giving a consistent and high-profile lead on equality, diversity and inclusion.
- Ensuring compliance with the policy and all equality legislation.
- Meeting the statutory obligations, ambition and aims of our curriculum by monitoring and evaluating the quality of education provided by all teachers through their effective implementation of the curriculum (planning and delivery).
- Ensuring that complaints are investigated and dealt with effectively and appropriately.
- Giving a consistent and high-profile lead on equality and diversity.

8.3. All staff (teaching and non-teaching) are responsible for:

- Acting in ways that are in accordance with this policy and Townlands values.
- Taking account of their own behaviour and its effects on others.
- Informing their manager if they become aware of any behaviour that undermines equality, diversity and inclusion.
- Promoting equality and diversity and avoiding unfair discrimination.

- Keeping up-to-date with equality law by participating with any required equality, diversity and inclusion training.
- Complaints from parents, pupils and the community will be dealt with in line with the academy's complaints procedure, and as such appropriate staff will deal with the relevant stage of the complaint.
- Improvement and development of their own self-awareness and ways to mitigate bias in their own behaviours.

8.4. Pupils are responsible for:

- Respecting others in their language and actions.
- Abiding by the anti-bullying policy and the behaviour policy and all other appropriate policies.
- Reporting any behaviour that undermines equality and diversity.

8.5. Community members / visitors

- Know and follow the principles within our Equality, Diversity and Inclusion policy
- Informing the school of barriers to achieving equality, and possible actions to remove these, in order to support and challenge the school in its commitment to achieving equality of opportunity for all.

9. Equal Opportunities for Staff

9.1. At Townlands we are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment. All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law.

9.2. As an employer we will ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.

10 Reporting of Non-Compliance

10.1. Townlands will treat seriously all complaints of unlawful (or potentially unlawful) discrimination.

10.2. Any concerns regarding non-compliance of this policy should be reported to the Headteacher or the Chair of Governors.

10.3. Any staff who feel they have been unlawfully discriminated against should; discuss the situation informally with the Headteacher, and/or follow Townlands grievance policy and procedure.

10.4. Any pupil who feels that they have been unlawfully discriminated against should discuss the situation with the Pastoral Team/Headteacher.

10.5. Any breaches of this policy can be reported through the Whistleblowing Policy.

11. Related Policies

This policy is related to the following policies:

Dignity at work Policy

Grievance Policy

Whistleblowing policy

Safer Recruitment Policy

Accessibility Plan

Behaviour Policy

Anti-bullying Policy

Admissions Policy

Complaints Policy

Safeguarding and Child Protection Policy

SEND Policy

12. Legal and Regulatory Framework

This Policy takes its legal framework from the following legislation and statutory guidance:

- Equality Act 2010 which includes The Public Sector Equality Duty (s.149 Equality Act 2010)