

**Milton Church of England Primary School  
STATEMENT, POLICY & PROCEDURE RELATING TO EQUALITY AND DIVERSITY**

**1. Statement**

**Statement**

**Milton Primary School is committed to promoting equality and diversity, providing an inclusive and supportive environment for all staff, children and families. Through equal treatment of all, the School aims to eliminate unlawful discrimination, prejudice, harassment and stereotyping and strive to maintain policies that comply with current legislation.**

**The School includes people from diverse religious and cultural backgrounds and aims to respect the needs and requirements of people who adhere to a range of cultural and religious beliefs.**

**The school wishes to play its full part in promoting and developing community cohesion and developing children's understanding of difference and celebrating this.**

**The School aims promote a positive work life balance environment and develop family friendly policies for its staff.**

1.1 The statement is intended to be used in published material from the school as a statement of the schools intent to ensure equality and diversity.

**2. Policy**

2.1 The School will aim to ensure that people are treated solely on the basis of their abilities and potential, regardless of race, nationality, ethnic origin, religious or political belief or affiliation, trade union membership, age, gender, gender reassignment, marital status, sexual orientation, disability, socio- economic background, or any other inappropriate distinction

2.2 The School aims to promote and celebrate diversity and equality for pupils and staff and value the contributions made by individuals and groups of people from diverse cultural, ethnic, socio-economic and distinctive backgrounds.

2.3 The school aims to promote and sustain an inclusive and supportive study and work environment, which affirms the equal and fair treatment of individuals in fulfilling their potential and does not afford unfair privilege to any individual or group.

2.4 The school aims to treat all staff, irrespective of contract status [i.e. Part time, Full time, Temporary contract.] fairly and equally.

2.5 The school will strive to challenge inequality and less favourable treatment

2.6 The school aims to promote greater participation of under-represented groups by encouraging positive action to address inequality.

2.7 The school aims to promote an environment free of harassment and bullying.

**3. Responsibility for Implementation**

3.1 The Governing Body has ultimate responsibility for the effective implementation of the policy. The policy will be reviewed every 2 years.

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3.2 The School Leadership Team has responsibility for equalities issues and overseeing the implementation of this policy.

#### **4. Related Policies**

4.1 All school policies must be compliant with the Equality and Diversity policy. The following directly relevant policies and procedures support the School's implementation process:

- Race Equality Policy
- Disability Policy
- Harassment Policy
- Community cohesion action plan – included in SIP

4.2 All related policies, procedures and action plans will be implemented in co-operation and consultation with staff, pupils and Trades Union representatives, as appropriate.

#### **5. Monitoring and Evaluation**

5.1 The Personnel and Communications Committee is responsible for monitoring the implementation of equality and diversity in employment, procedures and reporting on the progress made in achieving relevant targets to the Governing Body annually.

5.2 The Curriculum and Achievement Committee has responsibility for monitoring equality and diversity in relation to pupils and reporting progress made in achieving relevant targets to the Governing Body annually.

5.3 Actions and Plans developed and maintained in relation to areas covered in this policy will be monitored and managed through the School Improvement Plan (SIP).

#### **6. Training**

6.1 School employees need to be aware of equality issues. Training will be provided to staff, as appropriate. This will be included as part of the induction procedure for all newly appointed staff. All staff and Governors involved in recruitment and selection will be provided with training on equality & diversity.

6.2 The leadership team are responsible for ensuring that staff attend equality and diversity training within two years of appointment.

This policy has been agreed and adopted on 26<sup>th</sup> June 2008  
Review date: June 2011 (3 years from adoption)