RICHMOND R.M.S. METHODIST SCHOOL

Doing all the good we can

Equality, Diversity and Inclusion Policy

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Richmond Methodist Primary and Nursery School

Equality, Diversity and Inclusion Policy

Vision

At Richmond Methodist Primary and Nursery School, our theologically rooted Methodist vision of **"Doing all the good we can – for all"** underpins everything we do.

We believe that every member of our community is uniquely valued and created with dignity and worth. We are committed to ensuring that all children and adults flourish within an inclusive environment where difference is respected, barriers are removed and everyone has equal opportunity to thrive.

This policy reflects our commitment to ensuring that every child is **Ready, Mutually Respectful and Safe**.

Policy Statement

Richmond Methodist Primary and Nursery School is committed to promoting equality, diversity and inclusion and eliminating unlawful discrimination.

We will not discriminate against, harass or victimise any person because of a protected characteristic.

We aim to create a culture of belonging in which everyone feels welcomed, respected and able to participate fully in school life.

Statutory Duties

This policy is written in accordance with:

- Equality Act 2010;
- Public Sector Equality Duty (PSED);
- Children and Families Act 2014;
- SEND Code of Practice (2015);
- Keeping Children Safe in Education;
- Human Rights Act 1998;
- The Education and Inspections Act 2006.

Under the Public Sector Equality Duty, schools must have due regard to the need to:

1. Eliminate discrimination, harassment and victimisation;

2. Advance equality of opportunity between people who share a protected characteristic and those who do not;

3. Foster good relations between people who share a protected characteristic and those who do not.

Protected characteristics under the Equality Act 2010 are:

- age (employment only);
- disability;
- gender reassignment;
- marriage and civil partnership (employment only);
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

Our Commitment

We will:

- promote an inclusive ethos where everyone is treated fairly and with dignity;
- maintain high expectations and aspirations for every child;
- identify and remove barriers to learning and participation;
- make reasonable adjustments for disabled pupils, staff and visitors;
- challenge prejudice, discriminatory language and bullying;
- celebrate diversity through our curriculum, Collective Worship and wider school life;
- ensure that recruitment and employment practices are fair and equitable;

- engage with pupils, staff, governors, parents and the wider community in promoting equality.

Inclusion and Accessibility

Inclusion is everyone's responsibility.

We recognise that equity does not always mean treating everyone in exactly the same way. Some individuals require additional support, adaptations or reasonable adjustments in order to access opportunities equitably.

The school will:

- implement reasonable adjustments for disabled pupils and adults;
- provide targeted support for pupils with SEND and other vulnerabilities;
- ensure equal access to educational visits, clubs and enrichment opportunities;
- maintain and review our Accessibility Plan;
- work collaboratively with external agencies where appropriate;
- ensure transitions are carefully planned and supported.

Workforce

Leaders are committed to promoting staff wellbeing and fostering a supportive and inclusive working environment. This is achieved through a culture of professional dialogue, regular supervision opportunities and an open-door policy that encourages staff to seek support, share concerns and discuss professional matters. Staff also have access to supervised conversations where appropriate, alongside confidential wellbeing support through North Yorkshire's Employee Assistance Programme, Health Assured, ensuring that all colleagues can access timely advice and assistance to support their health, wellbeing, and professional effectiveness.

Curriculum and Collective Worship

Our curriculum and Collective Worship promote understanding, respect and appreciation of diversity.

Children are encouraged to:

- understand and celebrate differences;
- develop empathy and respect for others;
- challenge stereotypes and prejudice;
- understand their rights and responsibilities;
- recognise the value of living well together within diverse communities.

Through our Methodist vision, we seek to develop children who actively "do all the good they can" for others.

Preventing Discrimination and Bullying

The school will not tolerate discriminatory behaviour or prejudice-based bullying. This includes any incidents of racist, homophobic, transphobic, disability-related or faith-related bullying.

Incidents relating to protected characteristics will be:

- taken seriously;
- investigated promptly;
- recorded appropriately;
- addressed through restorative approaches where appropriate;
- monitored by leaders and governors.

Patterns and trends will inform future actions and training.

Roles and Responsibilities

Governing Board

The Governing Board will:

- ensure compliance with equality legislation;
- approve and monitor this policy;
- review Equality Objectives every four years;
- receive annual reports on equality and inclusion.

Headteacher

The Headteacher will:

- lead the implementation of this policy;
- ensure staff understand their responsibilities;
- monitor equality outcomes and trends;
- ensure discriminatory incidents are addressed appropriately.

Senior Leaders and SENDCo

Senior leaders will:

- monitor outcomes for vulnerable groups;
- coordinate targeted support and reasonable adjustments;
- provide training and guidance for staff;
- evaluate the impact of inclusive practice.

Staff

All staff will:

- uphold this policy;
- promote equality and inclusion;
- challenge discrimination and stereotypes;
- model respectful relationships;
- ensure all pupils can participate and achieve.

Pupils

Pupils will:

- treat others with kindness and respect;
- celebrate differences;
- report concerns about unfair treatment;
- contribute positively to an inclusive school community.

Monitoring and Review

The impact of this policy will be monitored through:

- attainment and progress data;
- attendance information;

- behaviour and safeguarding records;
- participation in wider opportunities;
- pupil voice;
- parental feedback;
- staff feedback;
- monitoring of discriminatory incidents.

This policy will be reviewed annually.

Equality Objectives 2026–2030

Our equality objectives reflect our Methodist vision of **"Doing all the good we can – for all."**

Objective 1

Monitor and improve attainment and progress for all pupils, including those with protected characteristics, to ensure equality of opportunity.

We will:

- analyse pupil outcomes termly;
- identify and address barriers to learning;
- implement and evaluate targeted interventions;
- ensure all staff are accountable for outcomes.

Success will be evidenced through improved progress and attainment for vulnerable groups.

Objective 2

Promote understanding, respect and celebration of diversity through curriculum, Collective Worship and school life.

We will:

- embed diverse perspectives across the curriculum;
- celebrate different cultures, faiths and identities;
- provide equality training for staff;

- actively promote our Methodist values.

Success will be evidenced through pupils demonstrating understanding, respect and positive attitudes towards difference.

Objective 3

Ensure reasonable adjustments and targeted support enable full access to learning and wider school experiences.

We will:

- identify barriers promptly;
- implement effective reasonable adjustments;
- provide targeted support and interventions;
- develop staff expertise through ongoing professional development.

Success will be evidenced through improved participation, engagement, wellbeing and progress for pupils requiring additional support.

Child-Friendly Objectives

At Richmond Methodist we will:

1. Make sure everyone has a fair chance to do their best learning.
2. Learn about and celebrate different religions, cultures and ways of life.
3. Help children who need extra support so they can join in with everything school has to offer.
