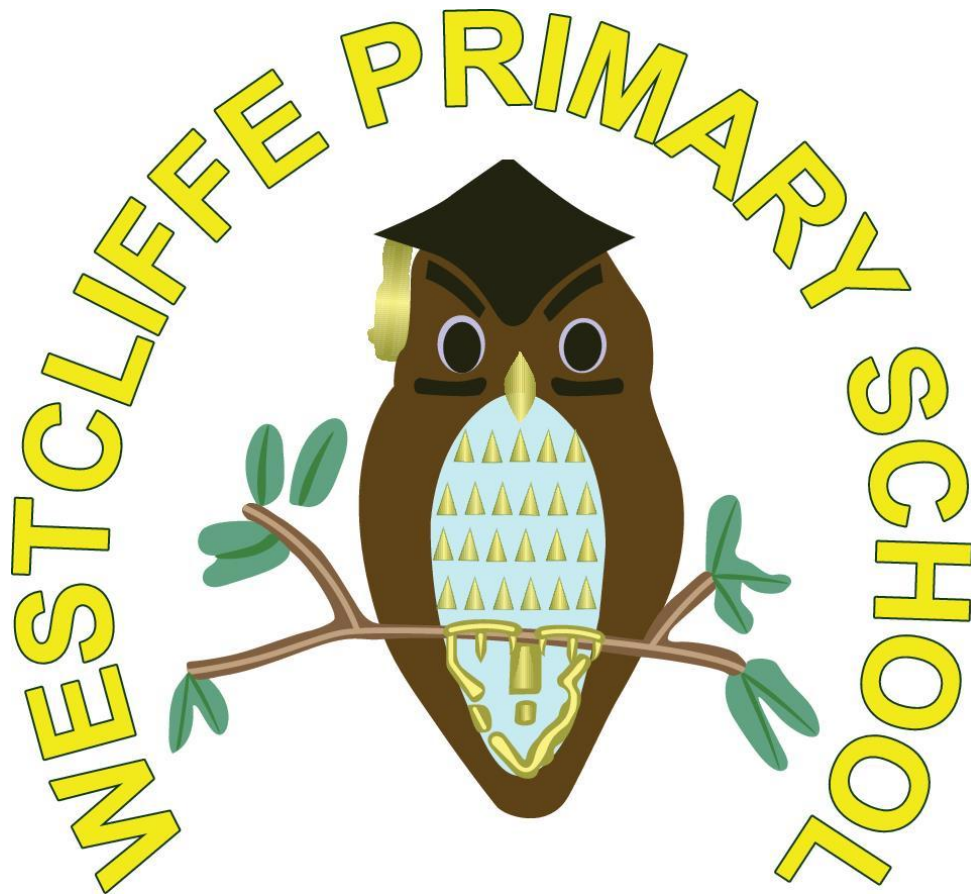




Equality and Diversity Policy

Written by:	Robert Prestwood	Date: March 2026
Adopted by:	Governing Body	Date: March 2026
Next review due by:	Spring term 2027	

1.0 Our Vision and Aims for Equality and Diversity

At Westcliffe Primary School, we are committed to creating a happy, safe, inclusive and stimulating environment where every child and adult feels valued, respected and supported. We believe that everyone has the right to learn, work and thrive in an environment free from discrimination, prejudice, bullying and harassment.

Our school values kindness, respect, fairness and understanding. We promote British Values and aim to help all members of our community develop confidence, curiosity and a love of learning. We recognise and celebrate the differences between individuals and groups and believe these differences enrich our school community.

We aim to:

- Promote respect, tolerance, understanding and care for everyone
- Ensure that our school is a welcoming, safe and positive place for all
- Develop positive relationships based on openness, trust and mutual respect
- Provide a broad, balanced and inclusive curriculum that meets the needs of all learners
- Encourage pupils to become confident, happy and enthusiastic individuals
- Remove barriers to learning and participation wherever possible

We are committed to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity for all
- Fostering good relationships between different groups within our community

2.0 Defining Equality and Diversity

2.1 Equality

Equality is about fairness and ensuring that everyone has the opportunity to achieve their full potential. This does not mean treating everyone the same; rather, it means recognising individual needs and making appropriate adjustments to support all members of our school community.

Under the Equality Act 2010, Westcliffe Primary school gives due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

The nine protected characteristics are:

- Age
- Disability

- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief (including no belief)
- Sex
- Sexual orientation
-

Westcliffe Primary School is committed to fulfilling its responsibilities under the Public Sector Equality Duty (PSED) as set out in Section 149 of the Equality Act 2010.

2.2 Diversity

Diversity is about recognising, respecting and celebrating our differences. These differences may be visible, such as race or physical disability, or non-visible, such as learning needs, mental health, family circumstances or beliefs.

We believe diversity enriches our school community and helps everyone to learn, grow and understand the wider world. By promoting a culture of inclusion and respect, we create an environment where everyone feels safe, valued and able to succeed.

3.0 Purpose and Scope of the Policy

This policy sets out Westcliffe Primary School's commitment to promoting equality, inclusion and diversity in everything we do.

We recognise that equality extends beyond the protected characteristics outlined in legislation. We are committed to removing barriers and ensuring no individual or group is **treated unfairly**.

We do this by:

- Supporting children with special educational needs and disabilities (SEND), including those on the autism spectrum
- Making reasonable adjustments to ensure accessibility for all pupils, staff, parents and visitors
- Supporting pupils, families and staff who may experience mental health difficulties
- Providing an inclusive curriculum that promotes understanding, challenges stereotypes and reflects the diverse society we live in
- Promoting positive behaviour, respect and empathy
- Ensuring all school policies reflect our commitment to equality

This policy applies to:

- Governors
- All school staff
- Pupils

- Parents and carers
- Visitors
- Contractors
- Multi-agency professionals

4.0 Legal Duties and Statutory Responsibilities

Westcliffe Primary School meets its legal duties under:

- Equality Act 2010
- Public Sector Equality Duty (Section 149)
- SEND Code of Practice (2015)
- Special Educational Needs and Disability (SEND) Regulations 2014
- Data Protection Act 2018 and UK GDPR
- Keeping Children Safe in Education (KCSIE)

4.1 Reasonable Adjustments

The school has a legal duty to make reasonable adjustments for disabled pupils, staff, parents and visitors to ensure they are not placed at a disadvantage. This includes adjustments to teaching methods, learning resources, physical access and communication.

4.2 Accessibility Plan

The school maintains and regularly reviews an Accessibility Plan, which sets out how we will:

- Improve access to the curriculum
- Improve the physical environment
- Improve access to information

5.0 Equality Objectives

In line with statutory requirements, the school publishes Equality Objectives every four years. These objectives are designed to improve equality, inclusion and outcomes for all pupils.

Our current equality objectives and progress towards them are published on the school website and reviewed annually by the Governing Body.

6.0 Roles and Responsibilities

6.1 Governors

The Governing Body is responsible for:

- Ensuring the school meets its legal equality duties
- Approving, monitoring and reviewing this policy
- Reviewing equality objectives, data and progress

6.2 Headteacher and Senior Leadership Team

The Headteacher and Senior Leadership Team are responsible for:

- Implementing this policy
- Ensuring staff understand their responsibilities
- Promoting inclusive practice
- Monitoring incidents and outcomes

6.3 Staff

All staff are responsible for:

- Promoting equality and inclusion in daily practice
- Challenging discrimination and inappropriate behaviour
- Supporting pupils and colleagues
- Acting as positive role models

6.4 Pupils

Pupils are expected to:

- Treat others with kindness and respect
- Follow the school behaviour policy
- Report bullying or discrimination

6.5 Parents and Visitors

Parents, carers and visitors are expected to:

- Support the school's values
- Treat all members of the school community with respect

7.0 Bullying, Harassment and Discrimination

Westcliffe Primary School has a zero-tolerance approach to bullying, harassment and discrimination.

Any incidents related to protected characteristics will be:

- Taken seriously
- Recorded
- Investigated
- Reported to senior leaders and governors
- Addressed promptly

7.1 Pupils

Discriminatory bullying involving pupils will be managed in line with the school's Anti-Bullying Policy and Behaviour Policy, with support provided to victims and appropriate sanctions applied.

7.2 Staff and Governors

Any form of discrimination by adults will be treated as serious misconduct and may result in disciplinary action. Serious incidents may also be referred to external agencies, including the Local Authority or police where appropriate.

8.0 Safeguarding and Child Protection

Any concerns relating to equality, bullying, harassment or discrimination that raise safeguarding issues will be managed in line with the school's Safeguarding and Child Protection Policy and Keeping Children Safe in Education (KCSIE) guidance.

9.0 Recruitment, Employment and Training

Westcliffe Primary School is committed to equality in:

- Recruitment and selection
- Pay and conditions
- Professional development
- Promotion
- Discipline and dismissal

All employment practices comply with equality legislation and promote fairness, transparency and inclusion.

10.0 Data Protection and Confidentiality

All personal data related to equality, diversity and protected characteristics is handled in accordance with the Data Protection Act 2018 and UK GDPR. Information is treated sensitively and confidentially.

11.0 Complaints Procedure

Any complaints relating to equality or diversity will be handled in line with the school's Complaints Policy.

Complaints should initially be made to:

Mr R Prestwood – Headteacher
Tel: 01724 861602

If unresolved, complaints may be escalated to:

Ms J Rae – Chair of Governors

Further escalation may be made to:

- North Lincolnshire Local Authority
- Department for Education (DfE)
- Ofsted

12. Monitoring, Review and Impact Assessment

The school will:

- Monitor equality data and incidents
- Review this policy annually
- Conduct Equality Impact Assessments when introducing or reviewing policies
- Report outcomes to the Governing Body