



Embracing Empathy | Achieving Excellence | Unlocking Opportunities

# Equality & Diversity policy

<b>Date</b>	
<b>Signed</b>	



## Introduction

Children reflect the attitudes and values of all around them, including racial attitudes and values. While eliminating racial discrimination and promoting equality of opportunity are important in ensuring race equality, they are insufficient in themselves to counter any prevailing racist attitudes and behaviour.

We will take positive action on a regular basis to ensure the young people in our care:

- ❖ develop positive attitudes and behaviour to all people, whether they are different from or similar to themselves
- ❖ unlearn any negative attitudes and behaviour that they may have already learnt
- ❖ value and respect everyone regardless of skin colour, physical features, culture, language or religion equally rather than seeing them as less worthy than theirs or ranking them in a racial hierarchy.

It is important to recognise and accept that the need to promote equality of opportunity and good relations applies equally in all areas whether rural, suburban or urban. This is as important where the children are largely from one racial group as it is in multiracial, multicultural, multilingual settings. It is an essential part of promoting good relations between people of different racial groups and provides children with a basis for understanding race equality in their future lives.

Redbourn Park School will also ensure that the needs of every child and adult are identified and addressed and that everyone shares an ethos to promote race equality in practice. Planning a strategic approach will enable short and long-term objectives to be realistic as well as effective.

**Equality** is the current term for 'Equal Opportunities'. It is based on the legal obligation to comply with anti-discrimination legislation. Equality protects people from being discriminated against on the grounds of group membership i.e. sex, race, disability, sexual orientation, religion, belief, or age.

**Diversity** implies a wide range of conditions and characteristics. In terms of businesses and their workforces it is about valuing and reaping the benefits of a varied workforce that makes the best of people's talents whatever their backgrounds. Diversity encompasses visible and non-visible individual differences. It can be seen in the makeup of your workforce in terms of gender, ethnic minorities, disabled people etc., about where those people are in terms of management positions, job opportunities, terms and conditions in the workplace. Diversity is about respecting individual differences and people's differences can be many and varied.

Redbourn Park is an equal opportunities employer and will not discriminate on the grounds of any of the below.

▪ Race	▪ Politics
▪ Culture	▪ Religion
▪ National origin	▪ Ethnicity
▪ Region	▪ Disability
▪ Gender	▪ Socio-economic differences
▪ Sexual Orientation	▪ Family structure
▪ Age	▪ Health
▪ Marital Status	▪ Values

**Definitions of racial discrimination:** discriminatory or abusive behaviour towards members of another race.

**Direct discrimination:** means treating a person in a particular racial group less well than someone in the same or similar circumstances from a different racial group. The motive for such treatment is irrelevant.

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**Indirect discrimination:** occurs when a provision, criterion or practice, applied equally to everyone, puts people from a particular racial group (based on race or ethnic or national origin) at a disadvantage because they cannot comply with it. This will be unlawful unless it can be shown that the provision, criterion or practice is a proportionate means of achieving a legitimate aim.

Indirect discrimination also occurs when a requirement or condition, applied equally to everyone, has a disproportionate adverse effect on people from a particular racial group (based on colour or nationality) because they cannot comply with it. This will be unlawful if it cannot be justified on non-racial grounds.

Customs, practices and procedures that may have been in place for a long time may have an indirectly discriminatory impact on particular racial groups, even though this was never the intention.

**Segregation:** segregating a person from others on racial grounds constitutes less favourable treatment.

**Victimisation:** the law protects a person who is victimised for bringing a complaint of racial discrimination under the amended Race Relations Act or for backing someone else's complaint.

For further details of these definitions see the CRE website: [www.cre.gov.uk](http://www.cre.gov.uk)

(**Note:** racial group or ethnic background covers the following – colour, race, nationality including citizenship or ethnic or national origins.)

## WHAT WE DO & HOW WE DO IT

### Curriculum

The school's curriculum and timetable include a substantial amount of PSHCE, aimed at equipping our pupils with the skills, knowledge and ability to be positive members of their communities. Significant aspects of the learning revolve around communities, how people can be different and why it is so important to be tolerant and accepting of others. All pupils are taught about different aspects of the local and global community but partisan and personal views are not allowed.

### Recruitment

Recruitment is always led by someone who is trained in safer recruitment which includes considerations around equality and diversity. All equality and diversity monitoring are anonymous and separate from our recruitment process. Our recruitment processes are reviewed annually and at any appropriate time throughout the year.

### Challenge

As a school and workplace, we challenge all types of prejudicial and discriminatory behaviour. It is made clear to both staff and pupils that it is not acceptable. There are clear procedures for dealing with these behaviours for pupils and staff in the relevant policies.

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