



Spencer Nursery School

Equality and Diversity Policy

INTRODUCTION

We intend this policy to improve service delivery to our whole School Community making the school a positive place where everyone can be in an environment that is safe, enjoyable and respectful.

COMMITMENT

Equality and diversity are central to the work of the School.

We will treat all people with dignity and respect, valuing the diversity of all. We will promote equality of opportunity and diversity. We will eliminate all forms of discrimination in service delivery, employment, and in working with our partners, including on grounds of race, gender, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion or belief.

We will tackle social exclusion, inequality, discrimination and disadvantage.

For our policy to be successful, it is essential that everyone is committed to, and involved in its delivery. Our goal is to work towards a just society, free from discrimination, harassment and prejudice. We aim to embed this in all our policies, procedures, day to day practices and external relationships.

AIMS

We aim to:

- Provide services that are accessible according to need
- Promote equality of opportunity and diversity in employment and development
- Create effective partnerships with all parts of our school community

OBJECTIVES

Our objective is to follow the Council's equality standard (a set of national guidelines that the Council is measured against) by:

- Sustaining, regularly evaluating and continually improving services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups.
- Working together with our community to provide accessible and relevant service provision that responds to our service users' needs
- Ensuring that our workforce is representative of the community we serve and our employment policies are fair and robust
- Responding to our employees' needs and encouraging employee development to increase their contribution to effective service delivery
- Recognising and valuing the different and individual contribution that people make to the school
- Challenging discrimination
- Providing fair resource allocation
- Being accountable

RESPONSIBILITIES

The Governing Body has overall responsibility for the ownership and direction of this policy.

The Headteacher has overall managerial responsibility for the direction of this policy and the Deputy Headteacher, School Business Manager and Senior Management Team are accountable for its implementation and delivery. They must promote and monitor the policy actively through their teams and through business plans, service delivery, employment practices and employee development.

Every employee must read, understand and implement this policy through their work and actions – supported by team discussion and training, and taking personal responsibility to implement and promote this policy in day to day dealings whilst dealing with all school stakeholders.

ACTION AND EVALUATION

Equality and diversity do not stand alone – rather they must be integrated into everything we do. We will integrate this policy into school strategies, policies and procedures in service delivery employment and partnerships.

SERVICE DELIVERY, PARTNERSHIPS and COMMUNITY ENGAGEMENT

The Council will review services to make sure they meet different needs of individuals and different sectors of the community. The school will consult with its community to understand the diverse needs. We will monitor and analyse services to ensure they are free from all forms of discrimination. We are committed to provide information and services that are accessible to all who need them. We will publish results of consultation and monitoring within the school accessibility plan.

We will listen to the views of people and encourage them to participate in the life of the school. We are committed to working in partnerships with different groups of the community. We aim to provide a safe and accessible environment for consultation with individuals and groups. We will work together to provide an environment free from discriminatory harassment and respect different cultures and lifestyles that support such an environment.

In engaging with others outside the school, whether through partnerships, community engagement or contractual arrangements we will influence third parties to adopt and use our equality and diversity policy to guide their service delivery and practices.

EMPLOYMENT POLICIES, EMPLOYEE DEVELOPMENT AND COMMUNICATION

As a Community School within the London Borough of Sutton we will develop and adopt fair employment policies and practices and a whole school pay policy. We will review our recruitment and selection procedures to ensure we operate non-discriminatory practices. We will also review terms and conditions of employment, facilities and benefits and make our employment procedures consistent with current legislation and employment codes of practice.

We will give employees access to Council equality and diversity training and Council-wide awareness programmes as necessary and ensure that equality and diversity form an important part of our induction programme.

This policy is to be issued to all employees and the Council's equality and diversity policy statement will be provided to all job applicants.

COMPLAINTS

We acknowledge that people have the right to complain about either the service they have received from the school or their experience in the workplace. We have a complaints procedure and a grievance procedure for employment complaints together with a procedure for harassment and bullying for those who feel they face discrimination through service delivery or in the workplace.

We take all complaints seriously. The School will take appropriate action against those found to be in breach of the Policy. Employees found to be in breach of this Policy may be liable to disciplinary action, including dismissal.

LANGUAGE

We will respect difference and recognise that prejudice and discrimination can be reinforced by the use of inappropriate language. We will not tolerate making fun of, labeling or patronizing people through the language we use or the accent or dialect they have. We will provide services through language that is clear, inclusive and accessible.

WHY HAVE THIS POLICY?

As a provider of a service we must reflect the needs of our service users. We have this Policy because we are a people-led organisation that must always ensure we meet the needs of the

community we serve through fair and appropriate employment and development of the people who work for us. We recognise, respect and value diversity in our employees. We see this as a strength, both for individual employees and our School.