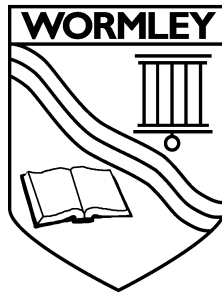


WORMLEY C of E PRIMARY SCHOOL

Have Faith, Show Respect, Take Responsibility, Achieve



Equality, Diversity and Inclusion

Approved Summer 2025
Review Summer 2028

Equality, Diversity and Inclusion Policy for Wormley CofE Primary School

Wormley CofE Primary School is committed to fostering, maintaining, and supporting an inclusive culture and environment that benefits all staff and the communities we serve. The principles of equality, diversity, and inclusion are integral to school life, and we expect all employees, pupils, parents/carers, and members of the wider school community to be treated equitably and with respect.

The aims of this policy are to:

- Promote equal treatment within the school community for all members.
- Communicate our commitment to the promotion of equal opportunities.
- Create and maintain an open and supportive environment that is free from discrimination.
- Foster mutual tolerance and positive attitudes so that everyone within the school community feels valued.
- Actively promote and safeguard the welfare of children, staff, and others who engage with the school.

This policy is closely linked to all other policies and ensures that the school fulfills its obligations under the Equality Act 2010 (the Act) and related legal statutes. The commitment to equality, diversity, and inclusion underpins all aspects of school life, from curriculum delivery to staffing and community engagement.

This policy applies to:

- All employees and prospective employees (job applicants).
- Former employees with regard to the provision of employment references.
- All workers, contractors, sub-contractors, consultants, agency workers, governors, and volunteers.
- Pupils of the school and their parents/carers.
- Other members of the community served by Wormley CofE Primary School.

All individuals within these groups are expected to adhere to the principles set forth in this policy, which aligns with our commitment to uphold human rights and promote social justice.

In alignment with our regulatory framework, this policy has been prepared to adhere to the Equality Act 2010 and various statutory frameworks, including the Children Act 1989, the Special Educational Needs and Disability Code of Practice, and the Children and Families Act 2014. We strive to ensure the rights of all individuals are respected and safeguarded, creating an educational environment conducive to learning where diversity is embraced.

This policy will be made publicly available through the school's website and can be obtained in hard copy upon request from the administrative office. We are dedicated to ensuring all members of our community have access to this important document.

The school's leadership, including the Headteacher and governing body, holds overall responsibility for the matters encompassed by this policy. They are tasked with ensuring that all staff, pupils, and parents/carers are made aware of this policy and its expectations. The active engagement of all stakeholders in creating an inclusive environment is essential.

The Headteacher is responsible for:

- Promoting awareness among all employees, pupils, and parents/carers regarding this policy, its expectations, and its significance.
- Implementing the school's Public Sector Equality Duty (PSED) Statement and sharing equality objectives with the governing body.
- Encouraging an inclusive school culture through proactive engagement with diversity.
- Ensuring that all staff have access to training regarding equality and diversity principles, thus empowering them to fulfil their roles effectively.

All employees also carry the responsibility to comply with this policy in their interactions with one another and during engagements with pupils, parents, carers, and stakeholders. They must also promote a culture that upholds positive working relationships, demonstrating dignity and respect towards all individuals and fostering an environment that is free from discrimination and harassment.

Wormley CofE Primary School acknowledges the benefits of a diverse community and actively educates pupils to value and respect others. We are committed to providing equal opportunities for all members of the school community, irrespective of their backgrounds, including race, gender, age, disability, religion, sexual orientation, and other characteristics. Under the Equality Act 2010, discrimination based on protected characteristics is strictly prohibited. The school also opposes bullying or unlawful discrimination based on special educational needs or learning disabilities.

Equality, diversity, and inclusion principles are integrated into daily practice at Wormley CofE Primary School. This includes fair and transparent admission processes, ensuring equitable access to all benefits, services, facilities, and educational opportunities, irrespective of the pupil's circumstances. This policy also addresses the needs of vulnerable groups, ensuring that support is available for pupils with special educational needs, disabilities, or those who may require additional assistance.

Our commitment extends to promoting an inclusive atmosphere in classrooms, activities, and communal spaces. Positive interaction among pupils is encouraged, fostering a spirit of cooperation, mutual respect, and understanding. Each class will incorporate lessons that enhance knowledge of, and respect for, diverse backgrounds, ensuring that all pupils are educated about the importance of diversity and the harmful impacts of discrimination and prejudice.

When it comes to uniform policies, we ensure that all requirements are equally applicable to all pupils, regardless of gender, race, or other characteristics. Adjustments to uniform requirements may be made to accommodate genuine religious needs or specific health conditions, ensuring that no pupil feels excluded due to these factors.

Additionally, the school maintains close connections with parents and the community to support families from diverse backgrounds. We offer communication support, such as translation

services, to engage all parents and caregivers effectively. This interaction fosters trust and collaboration and ensures that parents are actively involved in their children's education.

To uphold our commitment to equality and diversity within employment practices, we will proactively engage in recruitment practices that invite and encourage applications from a diverse pool of candidates. Job descriptions and advertisements will be crafted to ensure no exclusion based on protected characteristics. Reasonable adjustments will be considered during the recruitment process for candidates declaring a disability, thus levelling the playing field for all applicants.

The school's commitment extends to supporting underrepresented groups in staff development, providing necessary training for all employees, and actively reviewing and updating training programmes to reflect best practices concerning equality, diversity, and inclusion.

Wormley CofE Primary School remains unwavering in tackling any form of discrimination or harassment, implementing robust procedures for reporting, investigating, and resolving complaints effectively. The school prioritises maintaining a welcoming and supportive environment and views complaints as opportunities for growth and improvement.

Finally, the school is committed to ongoing monitoring and review of this policy and its effectiveness. This includes assessing records of pupil progress, reviewing staff appraisals, and gathering parental and community feedback. We will continually strive to improve our practices, ensuring that equality, diversity, and inclusion remain at the forefront of our educational ethos.

At Wormley CofE Primary School, we are committed to ensuring equality of opportunity and equity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life. How we achieve this aim can be seen in our [Equalities Plan and our Accessibility Plan](#).