



EDMUND WALLER PRIMARY SCHOOL

EQUALITIES AND DIVERSITY POLICY

Approved by the Governing Body on (date):	31 st March 2021
Signed (Headteacher):	Anne Rennie
Signed (Chair of Governors):	Kate Franklin
Next Review Date (term/year):	31 st March 2025

At Edmund Waller Primary School equality and diversity are central to everything we do. We believe that all children should be guaranteed equal access to a broad and balanced curriculum regardless of gender, sexual orientation, ethnicity, culture, religion, social class, disability or special educational need. Children and adults should expect to be treated fairly and have the same entitlement as every other child or person. If *anyone* perceives that they are being treated unfairly, they should say so, and they should expect this to be investigated and that any issues that emerge to be addressed. All employees 'have a responsibility to carry out their duties in accordance with this policy and work within statutory requirements' (Equality and Diversity policy LA, December 2008). We believe that valuing diversity means actively recognising the strengths, talents and needs of every individual and every community.

Aims of the Equalities and Diversity Policy

- To provide an environment in which all our children and adults feel comfortable and at ease about their gender, sexual orientation, ethnicity, culture, religion, social class, disability, special educational need and/or background.
- To promote tolerance in all the members of the school community.
- To be aware of and support positively the languages and dialects spoken by our children and the adults in the school and at home
- To ensure that schemes of work cater for the individual needs of our children and that the curriculum is modified appropriately.

Culture and Heritage

We believe it is important that the children feel proud of their culture, language and heritage, and respect those of their peers. The books and resources used in our school are chosen to reflect the ethnic diversity of the school and to show all communities and individuals within communities in a positive light. Festivals and customs associated with cultures are explained and celebrated and the children's ethnic backgrounds and interests used wherever possible in our delivery of our curriculum.

Religion

In line with British values, children are taught to respect the ideas and values of different faiths as well as those without faith. We visit a variety of places of worship as part of RE learning.

Gender and Sexual Orientation

At Edmund Waller Primary we are aware that in life and in our society many areas have been stereotyped. We provide a curriculum where girls, as well as boys, have equal access to all areas of the curriculum we offer. We aim to ensure that no adult is discriminated against and recruitment practices are fair and transparent.

Children and Adults with Special Educational Needs and Disabilities

As members of staff, we realise that it is important to identify the needs of children with special educational needs or disabilities at the earliest opportunity so that suitable learning programmes and strategies can be devised and the curriculum modified so that that they can be effectively used in meeting the above needs. Individual pupil progress is monitored and assessed regularly and strategies are modified accordingly to support individual children. Close links with the parents/carers of children with special educational needs are maintained and the expertise of our staff; and of the relevant

outside agencies such as the Educational Psychologist, Clinical Psychologist and Speech and Language Therapist etc. are utilised to assist us in meeting the needs of our children.

We assess our curriculum in order to ensure it is accessible to pupils with any disability and seek professional advice and training to support both our teaching and pupil learning. We actively seek advice and support from the LA and access a range of appropriate resources to aid pupils with a disability in their learning.

We make reasonable adjustments where possible to ensure children and parents with disabilities are able to access the school. Any new building work is DDA compliant.

Addressing Equality and Diversity

Across Edmund Waller's Curriculum, we aim to integrate Black and Ethnic History by teaching a diverse history representing the society we live in today. However, the curriculum is not fixed, where possible we try to take advantage of any local and international opportunities that arise. We aim to teach a fuller story of the historical events that we study as part of our curriculum and to recognise the positive achievements or influence of a diverse range of people and how they have impacted on our society today. We make sure that any history being taught matches the statutory objectives in the National Curriculum and that any activities are rich and meaningful, moving beyond tokenism.

As part of this, we understand that the process of holding the curriculum and our practices to close scrutiny and account is an ongoing process. As such, we encourage all staff to reflect on their practice in order to meaningfully tackle racism and develop an awareness of the school's strengths and areas for development.

We are committed to the following 'equality objectives':

- To become a school that honours and diversity and actively challenges racism.
- To decolonise our curriculum and to further develop children's knowledge of black history and culture.

Families and the Wider Community

We strive to be an open and welcoming school and for parents and carers to become actively involved. We value the contributions parents and volunteers make to our curriculum. We involve the community in the following ways:

- We invite and encourage speakers who come from a variety of cultures, and communities to visit our school.
- We take children on educational visits where they are able to appreciate the local as well as wider communities, and visit places they may not have the opportunity to visit outside school
- We use the website to signal key events and make resources accessible to the school community and beyond

Staffing

We welcome applications from staff from a range of cultural and ethnic backgrounds. All members of staff have fair access to training and development opportunities. Equal pay legislation is adhered to at Edmund Waller Primary. All staff and volunteers are expected to be aware of this policy and the procedures related to it. Any member of staff is expected to challenge and report inappropriate behaviour to the Senior Leadership Team who will follow this up.

Whistleblowing

Any issues of which contravene this policy, or which an individual does not feel has been properly addressed by the Senior Leadership Team can be reported using the steps in the Whistleblowing policy.

Evaluation and Review

The formal evaluation and review of our Equalities and Diversity Policy takes place annually.

Further information and guidance on equalities can be found in the following school policies:

- Equalities Statement
- Whistleblowing Policy
- Equality of employment policy

Edmund Waller Primary School Equality Information and Objectives

The 2010 Equality Act places a duty on the school to publish the following information on an annual basis

Characteristics of our school population (as of January 2022)

Gender

	EYFS	Y1 – Y6	Total
Total	93	334	427
Boys	48	163	211
Girls	45	171	216

Free School Meals

FSM
11.01%

Ethnic Groups – numbers

Asian/Asian British (Indian)	2	Other Black African	5	White & Pakistan/Indian	2
Any other mixed background	39	Other White British	1	White European/other	26
Black or Black British – any other black background	13	White and Black African	6	White Eastern European	11
Black or Black British - Caribbean	11	White and Asian	14	White other	58
Black African	27	White and Black Caribbean	9		
Other Asian	9	White British/English	181		

% White British	% White other	% Black or Black British – any other black background	% Black African	% Any other mixed background
41%	18.5%	6.79%	6.32%	5.86%

First Language - numbers

Albanian	4	German	1	Lithuanian	4	Somali	7
Arabic	3	Greek	1	Luganda	1	Spanish	21
Arabic (other)	1	Hebrew	1	Pashto	2	Swedish	1
Bengali	2	Hungarian	2	Polish	12	Thai	1
Cantonese	4	Icelandic	2	Portuguese	4	Turkish	4
Danish	1	Igbo	1	Punjabi	1	Vietnamese	1
Dari Persian	1	Indonesian	1	Romanian	2	Yoruba	1
Dutch/Flemish	2	Information not obtained	7	Russian	5		
English	303	Italian	8	Serbian	2		
Fon	2	Krio	4	Shona	1		
French	11	Kurdish	5	Slovak	1		
Total proportion of pupils who speak English as an Additional language: 30.91 %							

Special Educational Needs

Stage	Numbers	%	SEN type for pupils with SEN support and EHCP	
No Specified SEN	347	81%	Speech Language and Communication Needs	34
SEN Support	73	17%	Specific Learning difficulty	6
Statement/EHC Plan	7	2.5%	Autism	11
			Social Emotional and mental Health	16
			MLD	8
			Other disability including sensory physical or medical	2
			No specialist advice	3
			Total	80

Attendance (March 2021 – January 2022)

No of authorised absences	2.99%	No of unauthorised absences	0.7%	Total absences	3.69%
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Admissions

Edmund Waller Primary School is a diverse community, with 39 languages spoken by our families.

Equality Objective 1	To continue to be a school that honours diversity and actively challenges racism.
Why	To provide equitable opportunities for all by dealing with acts of racial discrimination and work together as a community to challenge racial biases and stereotypes.
How	<ul style="list-style-type: none"> • Identify anti-racist champions for the school community. • Begin a dialogue with all parents, staff and governors focussing on racism and diversity at Edmund Waller to develop a culture of openness and challenge. • Liaise with parents to establish their own views and to understand their perspective. • Ensure resources, displays and provision fully reflect our community and promote visibility of all groups. • Proactively value the cultural backgrounds of different ethnic groups. • Undertake a review of school policies to ensure that they promote equality and support the aims and values outlined here. • Be a beacon of anti-racism within the community. • Continue to develop staff and governors' understanding of being antiracist. • Develop staff training to ensure there is a clear and consistent approach to responding to racist language, which is communicated to all stakeholders. • Governors to attend unconscious bias training. • Governor to join the Lewisham School's Governor's race Equality Group.
Expected Outcome	We are challenging structural racism so that Black Caribbean heritage and Black and Minority Ethnic pupils attain highly and there are equitable opportunities for every child.

Equality Objective 2	To broaden and expand our curriculum to provide a more objective historical perspective (decolonise) and to further develop children's knowledge of black history and culture.
Why	To ensure under-represented communities have their history, cultures and legacy appreciated and recognised thus impacting positively on their self-esteem, aspirations and achievement.

How	<ul style="list-style-type: none"> • Empower staff to be able to deliver a diverse and decolonised curriculum. • Develop staff understanding of colonisation and its impact. • Work with staff to decolonise the whole curriculum by questioning viewpoint. • Constructively challenge the western notion of cultural capital. • Review the black history curriculum. • Track the performance data of Black Caribbean heritage and Black and Minority Ethnic pupils; identify barriers and improve their attainment and progress. • Ensure that the curriculum comprehensively reflects positive figures from different ethnic minorities. • Book corners and class reading books reflect a diverse range of characters and authors. • Schemes of work enable children to develop powerful knowledge of our British history.
Expected Outcome	The curriculum effectively develops children’s knowledge of black history within British culture.

Equality Objective 3	To embed a wider shared understanding of different family structures and relationships within a modern society.
Why	To provide an environment in which all children and adults feel comfortable, and at ease about their gender, sexual orientation and relationships with their family.
How	<ul style="list-style-type: none"> • Embed a comprehensive RSHE curriculum that equips children with the information, skills and values to have safe, fulfilled and enjoyable relationships. • Ensure that there is a focus on the teaching about positive relationships and different types of families in all year groups. • Create a culture of safety during lesson time using ‘ground rules’ and question boxes to enable children to discuss sensitive subject matter • Use posters, books and other resources that show images that celebrate difference and diversity. • Correct terminology is modelled and used in lessons and in all school communication. • Ensure LGBT-relevant knowledge and examples are included throughout programmes of study (not one-off teaching) • Ensure inclusive language is used, considering how individual pupils may relate to particular topics • Promote tolerance in all aspects of school life and by all members of the school community. • Any stereotyping will be challenged and positive role models embraced both within the curriculum and as part of extra-curricular activities.
Expected Outcome	We will examine and challenge gender stereotypes and celebrate difference and diversity.

Equality Objective 4	To create a disability inclusive environment and curriculum, which is founded on accepting, celebrating and recognising difference, including non-visible differences (i.e. neurodiversity).
Why	To be ambitious in our expectations of children who have SEND to ensure that their needs are met, their achievements are celebrated and they make effective and sustained progress.
How	<ul style="list-style-type: none"> • Staff are aware of the challenges and benefits that neurodiversity and disability can bring. • Inclusive classrooms support all children to work independently and feel safe and secure. • Quality first teaching underpins all teaching and learning. • Through high quality CPD, staff understand and implement inclusive strategies to support and challenge all learners. • Neurodiversity and disability are celebrated and recognised within the curriculum. • Early identification of special educational needs and/or disability are prioritised so that learning programmes can be adapted and specialist help sought when necessary. • Communication with parents and carers is fostered to understand the needs of the child and promote best possible outcomes. • Relationships with parents and carers are nurtured and supported to ensure that the needs of the child are fully met. • Recruitment practices are fair and transparent to ensure that no adult is discriminated against.
Expected Outcome	Children with SEND are successful learners who achieve their potential, feel positive about learning and take a full and active role in school life.

We will engage with our school community to ensure the objectives identified above are the best ones for this coming year based on the data analysis. The objectives will be reviewed when we review the school improvement plan and included, where appropriate, within the new plan. The Governing Body will review them regularly.

Records of behaviour incidents show that in 2021/22:

There were no reported prejudice related incidents
There have been two reported exclusions

Actions undertaken over the past year to promote Community Cohesion

Actions in school	Actions involving the local/wider/global community
<p>Music performances - via Zoom Induction meetings for Foundation Stage parents via Zoom PTA events – AGM meeting Zoom Home visits as part of reception induction Secondary transfer meeting Museum events and workshops – online E-safety and Road safety campaigns Engaging school community to embrace and use all remote platforms</p>	<p>Participation in music events – performed at local churches Blackheath Concert Halls Virtual visits to local places of worship, local museums, art galleries etc. Virtual Visits from local people to talk about their experiences Participation in Junior Citizen Event. Parents in to talk about own religions & cultures Visiting artists – The Bridge Painting Project Links with Goldsmiths – Student teacher placements Royal Academy Art Show Contributions to displays in school – Virtual Tour of the school via website for new parents Engaged with Lewisham apprentice scheme to recruit staff</p>