



**Sheerness West Federation**  
**EQUALITIES AND DIVERSITY**  
**POLICY**

March 18

Review: March 22

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<b>Policy Review Process</b>	
Frequency of Review	<b>Every 4 Years (publish Annually)</b>
Reviewed	<b>March 18</b>
Reviewed By	Mrs S Riggs
Next Review Date	March 22

<b>Policy Status</b>	<i>Statutory</i>
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<b>Policy Approval</b>			
<b>Policy to be approved by:</b>		<i>Governing Body</i>	
<b>Title</b>	<b>Name</b>	<b>Signed</b>	<b>Dated</b>
Chair of Governing Body	Mr D Goodwin		22 May 2018
Executive Head	Mr S Davies		22 May 2018
Head of Schools	Miss H Brewer		22 May 2018
Date Policy Ratified by Governing Body / FLT			22/05/2018

### Document Storage

This document is stored electronically as detailed below:

- On KLZ Sharepoint where it is accessible to all SWF Staff
- On the shared network drive, accessible to FLT members only
- On the school website(s) where applicable

A hardcopy of this document is kept in the FLT Offices at Rose Street and West Minster Primary Schools.

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## Context

Sheerness West Federation staff are committed to promoting equality and valuing diversity by providing services which are accessible and relevant to children and families of all backgrounds and cultures within the local community. We respect and celebrate difference, and will promote the principles of tolerance, understanding and respect for others. No one will be discriminated against including children and their families, staff members or visitors to the centre on the grounds of social circumstances or background, gender, race, colour, ethnic origin, disability, sexuality, age or religion.

## Aim

- Provide services which are accessible to children and families within the local community and which meet diverse needs.
- Provide a secure environment in which all our children can flourish and in which all contributions are valued.
- Include and value the contribution of all families to our understanding of equality and diversity, and work with them in assessing service needs and provision.
- Listen and respond to the views of the community through consultation and participation.
- Provide positive non-stereotypical information about gender roles, diverse ethnic and cultural groups and people with disabilities.
- Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity.
- Make inclusion a thread that runs through all of the activities of the federation.
- Monitor take up of services to ensure they do not discriminate or exclude.

## Legal Framework

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives. This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

## Methods/Access

We aim to encourage children and families from all backgrounds within our catchment area to take part in the activities on offer at the federation and we monitor the uptake of our services to ensure that they are accessible and relevant to different community groups. In pursuit of this aim we take the following specific actions:

- We communicate our service widely in different languages and formats when appropriate, on request.
- We reflect the diversity of members of our society in our publicity and promotional materials.
- We provide information in clear, concise language, whether in spoken or written form.
- We do not discriminate against anyone on the basis of colour, ethnicity, religion or social background, such as being a member of a travelling community or an asylum seeker.
- We do not discriminate against a child with a disability or refuse a child entry sought when necessary to aid a smooth integration (see Special Educational Needs Policy).
- We work closely with the parent/main carer of the child with disabilities to ensure they can participate successfully in the services offered by the school and in the curriculum offered.
- We take action against any discriminatory behaviour by staff or parents. Displaying openly racist insignia, distribution of racist material, name calling, or threatening behaviour are unacceptable on or around the premises and will be dealt with in the strongest manner.
- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues.
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures

## Early Learning And Play

The Early Years Foundation Stage encourages children to develop positive attitudes about themselves as well as to people who are different from themselves within EYFS through Understanding the World and PSED.

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It encourages children to emphasise with others and begin to develop the skills of critical thinking. Through the activities and support offered by the school, we will promote positive, non-stereotypical images about diverse ethnic and cultural groups and people with disabilities or special educational needs and help children to value other people's ideas and contributions.

We will do all that we are able to ensure that all children are able to participate in the activities offered by the centre and are able to overcome any barriers to participation, which may relate to sensory or physical impairment, learning difficulties or emotional or social development, or may relate to factors in their environment. (For more information, please see our SEND Policy.)

## Value Diversity In Families

- We welcome the diversity of family lifestyles and work with all families.
- We encourage children to contribute stories of their everyday life to the School through photos of our families, projects and general discussions etc.
- We encourage parents/carers to take part in the life of the School and to contribute fully, e.g. through newsletters, topic letters, social and fund raising events.
- For families who speak languages in addition to English, we will do our best to develop a means to ensure their full inclusion.

## Food

- We work in partnership with parents and carers and Principles Caterers to ensure that the medical, cultural and dietary needs of children are met.
- We help children to learn about a range of food and of cultural approaches to mealtimes and eating, and to respect the differences among them.

## Partnership With Parents And Carers

- Sheerness West Federation aims to create a warm and friendly environment where parents/carers feel able to communicate and voice their opinions freely.
- We work in partnership with parents/carers to ensure that information is communicated clearly both verbally and in written form, through newsletters, notices and leaflets as requested.
- We communicate verbally on a daily basis with parents and carers and encourage them to become involved in social events throughout the year and/or to be involved in our Parents'/Carers' forum.
- Any changes in policy are communicated in written form through our websites.
- We operate an open door policy and welcome and value the views and opinions of our parents/carers.

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## Arrangements For Complaint

Any family who feels they have been unfairly treated or discriminated against by the Sheerness West Federation has the right to make a complaint and have their complaint heard and acted upon accordingly.

Our policy for handling complaints is defined in the Sheerness West Federation Complaints Policy