

Enderby Road Infant and Nursery School



Equality, Diversity and Inclusion Policy

Person Responsible for Policy	Headteacher
Approved by Governing Body	Date: 13.1.2026
Signed by Chair:	<i>C Lloyd</i>
Review Date:	Spring 2027

1. Introduction

At Enderby Road Infant and Nursery School, we welcome our duties under the Equality Act 2010 as both a provider of education and as an employer.

We believe that all pupils and members of staff should have the opportunity to fulfil their potential whatever their background, identity and circumstances. Enderby Road Infant and Nursery School is committed to encouraging equality, diversity and inclusion amongst our workforce, and eliminating unlawful discrimination.

We are committed to creating a community that recognises and celebrates difference within a culture of respect and co-operation. We appreciate that a culture, which promotes equality, will create a positive environment and a shared sense of belonging for all who work, learn and use the services of our school. We recognise that equality will only be achieved by the whole school community working together – our pupils, staff, governors and parents.

This document outlines the principles which will guide our approach to working with our school community and enabling an open culture. For staff and prospective staff, this policy should be read in conjunction with the school's Employment Equality Policy.

The purpose of this policy is to outline the school's practice of inclusivity in order to:

- ensure that Enderby Road Infant and Nursery School is an environment where there is equality of opportunity for all individuals
- ensure teachers and Governors are dealing with matters of equality inclusively and sensitively
- ensure all students are aware of and educated on issues of equality and inclusivity
- ensure Enderby Road Infant and Nursery School promotes good relations with members of the community
- ensure any issues of discrimination are dealt with appropriately

2. The Equality Act 2010 and Protected Characteristics

Enderby Road Infant and Nursery School is committed to a zero tolerance policy, in relation to less favourable treatment on the grounds of any protected characteristic, under The Equality Act 2010. The Equality Act covers protected characteristics upon which discrimination is unlawful:

- Age*
- Disability

- Gender identity or reassignment
- Marital or civil partnership status*
- Pregnancy and maternity
- Race
- Religious belief
- Sexual orientation

**Age and marriage and civil partnership are not protected characteristics for the schools provision. However, in general, the Act applies across all the protected characteristics in a consistent way. These characteristics are still protected amongst staff in a recruitment context.*

3. Forms of Discrimination

Discrimination may be direct or indirect and may occur intentionally or unintentionally.

The following types of discrimination are recognised by the school:

- **Direct discrimination** – when someone is treated less favourably than another person because of a particular characteristic.
- **Associative discrimination or discrimination by association** – direct discrimination against someone because they associate with another person who possesses a Protected Characteristic.
- **Discrimination by perception** – direct discrimination against someone because it is thought that they possess a particular Protected Characteristic even if they do not actually possess it.
- **Indirect discrimination** - occurs where an individual's involvement is subject to an unjustified provision criterion or practice which e.g. one sex or race or nationality or age group finds more difficult to meet, although on the face of it the provision, criterion or practice is 'neutral'.
- **Harassment** – unwanted conduct related to a relevant Protected Characteristic which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. A person may complain of such offensive behaviour even if it is not directed towards them personally.
- **Third-party harassment**- This occurs where, during the course of their duties, an employee is harassed by an individual or individuals who are not under the direct control of the Enderby Road Infant and Nursery School and the harassment relates to a protected characteristic.
- **Victimisation** – when a person is treated less favourably because they have made or

supported a complaint or raised a grievance about unlawful discrimination or are suspected of doing so.

4. Dealing with Discrimination

It is the responsibility of all staff to:

- Treat colleagues, pupils and visitors with dignity and respect; and avoid behaving in any manner that may give rise to claims of discrimination, harassment or victimisation
- Support and participate in any measures introduced to promote equality and diversity
- Actively challenge discrimination and disadvantage in accordance with their

responsibilities

- Report any issues associated with equality and diversity in accordance with this policy

The school will take seriously any concern or complaint which alleges that equality of opportunity has not been provided and/or where discrimination has taken place.

Where there is any suspected or alleged case of discrimination in school the Head Teacher must be informed as soon as is reasonably possible.

Where a member of staff is involved the matter will be investigated and if discrimination is deemed to have taken place it is likely that the school's staff disciplinary procedure will be invoked.

Where a pupil/s is/are involved, the matter will be investigated and the school's Behaviour Policy applied with sanctions applied as appropriate.

Any external complaints regarding equality, diversity or inclusion will be dealt with through the complaints process and reported to the local authority.

5. Responsibilities

All members of the school community have a right to equality of opportunity and have a duty to implement this policy.

The Head Teacher will ensure that:

- The policy is fully implemented and promoted, making certain that all staff are aware of their responsibilities and are given appropriate training and support.
- Appropriate action is taken in any cases of unlawful discrimination.
- All prejudice-based bullying incidents are recorded and that appropriate action is taken.

- Take a lead role in the school's self-evaluation procedures and staff development for equality and diversity
- Information is collected and monitored on attainment, attendance and exclusion in terms of equality.
- The Council's recruitment and selection policies are adhered to.
- Independent contractors, volunteers and visitors to the school are aware of this policy.
- Review and disseminate enrolment data
- Take a lead role in addressing prejudice-based bullying incidents including the recording and investigation.

The Equality and Diversity Lead will ensure that:

- Develop and maintain up to date knowledge of equality law and best practice ·
Develop an action plan based on schools current needs
- Conduct staff voice/pupil voice to aid with noticing areas of need
- Co-ordinate the implementation of the equality and diversity policy
- Take a lead role in communicating the policy to other staff and monitoring outcomes

All Staff will:

- Maintain the highest expectations of achievement for all pupils
- Promote an ethos in the classroom that values equality, inclusion and diversity ·
Challenge prejudice and discriminatory behaviour
- Deal fairly and professionally with any prejudice-based bullying incidents
- Plan lessons that reflect the school commitments to equality and diversity ·
Keep up to date with the law on equality and any changes to policy
- Report any acts of discrimination to the Head Teacher.

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and strategies are implemented. The Headteacher is responsible for implementing the policy; for ensuring that staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate

action in any cases of unlawful discrimination.

6. Action plan, Monitoring and Evaluation

An action plan will be created each year for the implementation of this policy, and for monitoring its impact. The EDI Lead along with the Headteacher will be responsible for the monitoring and continuation of the action plan. Governors are to quality assure the action plans and ensure all areas are appropriately monitored.

7. Curriculum

A balanced curriculum is vital to tackling inequalities for pupils including gender stereotyping, preventing bullying and raising attainment for certain groups.

Pupils at the Enderby Road Infant and Nursery School are taught to respect the fundamental British values of equal opportunities and inclusivity in all their dealings and in all curriculum areas.

The PSHE curriculum in particular raises awareness of the equality of rights and choices of the individual through the Jigsaw spiral scheme (See PSHE Policy).

The reading curriculum is targeted to introduce a diverse range of authors to children from a young age.

Our foundation subject curriculum covers a variety of people, characters, locations and events that will inform children about the diversity of the world whilst promoting a learning of equality for all.

8. Training

The Head will ensure that all members of staff are fully aware of their responsibilities in respect of equal opportunities, harassment and discrimination on the grounds of the protected characteristics outlined above. Where appropriate training can be identified, it will be made available to members of staff.

9. Breaches in Policy

Breaches of policy are to be reported to the Headteacher or governing body so that action may be determined as per policy.