



# The Winterton Federation Equality and Diversity Policy



## “TO BE THE BEACON FOR LEARNING”

*“The teaching of your word is light, so everyone can understand”  
(Psalms 119:130)*

### Introduction

Winterton Junior School and Winterton C of E Infants’ School, as part of The Winterton Federation, are inclusive schools that focus on the well-being and progress of every child and where all members of our school community are of equal worth. We believe that the Equality Act 2010 provides a framework to support our commitment to valuing diversity, tackling discrimination and promoting equality and fairness. In addition, the Winterton C of E Infants’ School is distinctively Christian in ethos and outlook but we encourage all to attend regardless of faith or none. The Winterton Federation is united in faith, vision and ambition.

We recognise and accept our equality duties as set out in:

- The Equality Act 2010;
- The Race Relations Act 1976 and amended Race Relations Act 2000;
- The Disability Discrimination Act 2005;
- Gender Equality Duty 2006;

And reflect international human rights standards such as the UN Convention on the rights of the Child.

### Values Statement

<b>WINTERTON FAITH</b>	<i>in ourselves and our beliefs</i>
<b>ENJOYMENT</b>	<i>underpins every successful day</i>
<b>DETERMINATION</b>	<i>to be the best we can be</i>
<b>ENTHUSIASM</b>	<i>encourages resilient workers and creative play</i>
<b>RESPECT</b>	<i>ensures that we treat all others as we would wish to be treated</i>
<b>ASPIRE</b>	<i>to aim high and succeed</i>
<b>TRUST &amp; TRUTHFULNESS</b>	<i>enables us to build positive relationships</i>
<b>INSPIRED</b>	<i>teaching and learning breathe life into our broad and balanced curriculum</i>
<b>OUR COMMUNITY</b>	<i>is at the heart of everything we do</i>
<b>NURTURING</b>	<i>the wellbeing of all in a protective, safe and caring environment, where everyone flourishes</i>



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## Our Vision and Aims for Equality and Diversity

*At The Winterton Federation, we endeavour to nurture unique individuals in a happy, safe, respectful and inclusive environment, where everyone is inspired to be the best they can be.*

*“Let us run with perseverance, the race that is set before us”  
(Hebrews 12:1)*

*We are all proud to be united in faith, vision and ambition.*

### Aims

- To eliminate discrimination, harassment and victimisation;
- To promote equality of access and opportunity within our school and within our wider community;
- To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities, young carers and ethnic origins.

At The Winterton Federation we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers and other stakeholders irrespective of race, disability, gender, sexuality, religion or belief or socio-economic background. We aim to develop a culture of inclusion and diversity in which all stakeholders connected to our federation feel proud of their identity and are able to participate fully in school life.

The achievement of pupils is monitored by race, gender and disability and we use this data to support pupils, raise standards and ensure inclusive teaching. We tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions diversity and respect for all.

At The Winterton Federation we respect difference, value diversity and embrace equality and fairness for all.

### Discrimination

It is the right of all pupils to receive the best education The Winterton Federation can provide, with access to all educational activities organised by the schools. We do not tolerate any forms of discrimination. Should an incident occur, we will act immediately to prevent any repetition of the incident.

We endeavour to make The Winterton Federation Schools welcoming to all people. We promote an understanding of different cultures through topics studied by our pupils and we reflect this in the work displayed around our schools. Our curriculum reflects the attitudes, values and respect that we have for people.

Should anyone at The Winterton Federation be a victim of discrimination, we will do all we can to support that person in overcoming any difficulties they may have. Any discrimination incidents are logged by the Executive Headteacher, reported to the Local Authority on a termly basis and reported to governors through the termly Executive Headteacher's report to Governors.



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## The role of Governors

- The governing board makes sure the federation complies with all current equality legislation;
- The governing board is committed to equal opportunities, and it will continue to do all it can to ensure that The Winterton Federation is fully inclusive to all members of the schools' community and that everyone is treated fairly and with equality;
- The governing board seeks to ensure that no one is discriminated against when applying for jobs;
- The governors take all reasonable steps to ensure that the schools' environments give access to people with disabilities, and also strives to make the schools' communication systems as inclusive as possible;
- The governors welcome all applications to join The Winterton Federation, whatever the adult's/child's socio-economic background, race, gender or disability.

## The role of the Executive Headteacher

- It is the Executive Headteacher's role to implement The Winterton Federation Equality and Diversity Policy and she is supported by the governing board in so doing;
- It is the Executive Headteacher's role to ensure all staff are aware of the federation's policies and that staff apply the guidelines contained therein fairly in all situations;
- The Executive Headteacher ensures that all appointment panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities;
- The Executive Headteacher promotes the principles of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, for example, in assembly/worship, where respect for other people is a regular theme, in displays around the schools and contained within The Winterton Federation Code of Conduct;
- The Executive Headteacher treats all incidents of unfair treatment and any incidents of bullying or discrimination with due seriousness. She keeps detailed records of any discrimination incidents, which are used to complete reports to the Local Authority and Governors in the Executive Headteacher's Report on a termly basis.

## The role of all staff

- All staff ensure that everyone is treated fairly, equally and with respect, and maintain awareness of The Winterton Federation Equality and Diversity Policy;
- All staff strive to provide materials that give positive images based on race, gender and disability, and challenge stereotypical images;
- All staff challenge any incidents of prejudice or discrimination, and record any serious incidents, drawing them to the attention of the Executive Headteacher.

## The role of all pupils

- All pupils ensure they support the federation equality ethos;
- All pupils share concerns or issues with a member of staff;
- Pupils keep equality and diversity issues on the Junior Leader/School Council agenda, helping to review and develop good practice.



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### **The role of all parents/carers**

- All parents ensure they support the federation's equality ethos;
- All parents challenge inappropriate language/behaviour;
- All parents share concerns or issues with senior members of staff.

### **The role of all visitors and contractors**

- All visitors and contractors follow our expectations regarding equality and diversity.

### **Monitoring**

It is the responsibility of our governing board to monitor the effectiveness of this policy. The governing board does this by:

- Monitoring the progress of different groups of pupils and comparing them to the progress made by other pupils in the federation;
- Monitoring the staff appointment process;
- Taking into serious consideration any complaints regarding equality issues from parents and carers, staff or pupils;
- Requiring the Executive Headteacher to report the relevant statistics to governors on a termly basis in the Executive Headteacher's report to governors.

### **Concerns and complaints**

In the first instance any concerns or complaints about the implementation of the Equality and Diversity policy should be addressed by following the guidance set out in The Winterton Federation Complaints policy.

### **Equality Information**

We maintain confidentiality and work to UK-GDPR principles. We publish information in a way so that no pupil or staff member can be identified.

***Equality Policy reviewed by: Cathy Logan and Cheryl Baxter Summer 2023***

***Policy agreed by staff: Summer 2023***

***Policy approved by Governors: Summer 2023***

***Policy review date: Summer 2026***



**ACCESSIBILITY PLAN**

Winterton Church of England Infants’ School and Winterton Junior School (The Winterton Federation) are fully accessible for people with disabilities:

- There are disabled toilets available in all buildings;
- Doors are wide and suitable for wheelchair access;
- Corridors are wide;
- There is a designated disabled parking space within each car park for parents and visitors to use;
- Car parking spaces close to each school entrance have been designated to staff with disabilities;
- The main entrance doors have a power assisted button to open it at wheelchair height;
- Where there are steps, ramps are also available for access;
- Signage is in line with disability policy expectations;
- Colour schemes throughout each school are being improved for clear definition on a rolling programme;
- Sockets are set at appropriate levels;
- Appropriate background colours are chosen for Interactive screen presentations;
- **Lift available for upper floor access in Engineering Hub.**

TARGETS	STRATEGIES	RESPONSIBILITY	TIMESCALE	SUCCESS CRITERIA
To ensure all areas within each school are free from obstructions enabling good access and unobstructed movement around school for all.	All staff and caretakers to be proactive in ensuring good, clear accessibility in and around each school at all times.	Executive Headteacher Caretakers All staff Governing Board H&S committee	Ongoing	All staff aware of target. All pupils and adults have unobstructed movement in and around school.
To ensure disabled parents/carers and family members have every opportunity to be involved in the school community.	Utilise disabled parking spaces for disabled members of the school community.	Executive Headteacher SENDco Pastoral Manager	Ongoing	All members of the school community including those with disabilities are able to access each school campus and join in all activities held in school.
Continue to establish and maintain close liaison and good working relationships with outside agencies in relation to pupils with additional medical/mobility needs.	Ensure good relationships and collaboration between key personnel.	Executive Headteacher SENDco Pastoral Manager	Ongoing	All advice acted upon and needs met effectively.
Ensure full access to the curriculum for all pupils.	Specific equipment/resources sourced. Curriculum differentiated according to individual needs. Teaching styles adapted as appropriate to individual needs.	Executive Headteacher SENDco All staff Governing Body	Ongoing	Appropriate support and resources/equipment enables full access for all pupils.



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Review and evaluate attainment and progress of all pupils including SEND and more able pupils.	Pupil progress meetings; SEND review meetings; and termly liaison with parents/carers.	Executive Headteacher SLT Governing Board	Termly	Good or better progress made by all pupils.
Educational Visits accessible to all pupils.	Risk assessments and pre visits as appropriate.	Executive Headteacher EVCs Classroom Teachers	As required	All pupils at TWF able to access all educational visits and take part in a range of activities.
Ensure PE is accessible to all pupils.	Collate information on accessible PE and disability sports.	Executive Headteacher PE subject leader	As required	All pupils have access to PE.
Layout of WJS and WIS to allow access for all pupils to all areas including outdoor areas and buildings on each campus.	Consider needs of disabled pupils when considering any maintenance and/or redesign.	Executive Headteacher Governing Board H & S Committee	As required	Whole WJS and WIS campus accessible for all.
TWF aware of all the access needs of disabled pupils, staff, governors, parents/carers and visitors.	Be aware of adult and child access needs and meet as appropriate. Consider access needs during recruitment process.	Executive Headteacher Governing Board	As required	Healthcare plan in place for disabled adults and children and all staff aware of adults'/pupils' needs as appropriate. WJS and WIS accessible to all.
Ensure adequate signage and external access for the visually impaired.	Appropriate signage.	Executive Headteacher Governing Board	Ongoing	Signage meets requirements of H & S Policy.
Maintain continence facilities.	Provide designated changing area and appropriate equipment.	Caretakers Staff	As required	Continence facilities are maintained.
Ensure all disabled adults and children can be evacuated safely.	Develop a system to ensure all staff are aware of their responsibilities.	Executive Headteacher	As required	All disabled adults, pupils and school staff are aware of evacuation procedures in the event of a fire alarm.
Availability of written materials in alternative formats for adults and children.	An awareness of services available through LA. Ensure all necessary documentation is available on TWF website. Modify documents as appropriate.	Admin staff IT Techs Classroom teachers	As required	All adults receive information in a form that they can access. Staff produce their own resources for pupils in their class.