



MANOR JUNIOR SCHOOL
Motivation, Joy, Success!

Equality and Diversity Statement

2017

Purpose

1. Manor Junior School is committed to ensuring equality of provision throughout our school. There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations Amendment Act 2000, Disability Equality Duty 2005 and Equality Act 2010. We are committed to meeting our public sector duties and acknowledge that we have a statutory duty to:
 - ❖ Eliminate discrimination, harassment and victimisation.
 - ❖ Promote equality of access and opportunity within our school and within our wider community.
 - ❖ Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.
2. The school recognises diversity within its workforce and values this diversity as one of the school strengths. The school also recognises that this diversity is essential to provide a range of educational services in an equal diverse community. The school will ensure that the different needs and expectations of its diverse workforce and community are met.
3. The school will work hard to ensure that: -
 - ❖ As an employer, an employment environment is provided where people have the opportunity to contribute and develop according to their individual merits and aspirations.
 - ❖ As a provider of educational services, which recognises the diversity of its local community, each student and parent is treated fairly and equally, in all its dealings.
4. The school recognises that there is also a strong business case for placing a positive value on diversity in the workforce and in the community. Managing how staff deal with diversity will better enable the school to provide appropriate, quality services for the whole community.
5. The school will not discriminate directly or indirectly through applying conditions or requirements which contravene legislation and/or which cannot be shown to be justified.
6. The school is committed to securing and working in partnership with its community, businesses and local and national interest groups that represents all sections of the local community, in promoting an environment where fair and equitable services are provided.
7. It is the responsibility of the Governing Body, employees, including the Head Teacher and those employees employed directly to work at the school and where the school has a responsibility for their recruitment and dismissal, to uphold and implement this Policy.

Aims and objectives for 2017/2018

1. The school's Equality and Diversity Policy seeks to ensure that 'equality' remains an integral and contributory part of achieving the school's aims and objectives by addressing equality in employment and service delivery and in its strategic planning processes.
2. The school is committed to:
 - ❖ The elimination of unfair or unlawful discrimination against its employees, job applicants, governors, parents and visitors.
 - ❖ The positive promotion of policies, procedures and practise designed to support equal opportunity at all stages and employment.
 - ❖ The use, development and retention (wherever possible) of the full range of skills and talents of its employees and governors, regardless of race or colour; gender or marital status; disability, religion, sexuality and any other factors which are not relevant to people's ability or potential, except where this would result in a risk to the public and/or to the employee safety.
3. The school will act within the letter and spirit of equal opportunity legislation and related codes of practice.
4. The school will not tolerate processes, attitudes and behaviour that amount to discrimination, including harassment, victimisation and bullying through prejudice, ignorance, thoughtlessness and stereotyping. This commitment will be demonstrated by the Governing Body and through the school.

The Senior Leadership Team and Governors regularly review the School's progress in meeting our equality objectives with regard to protected groups (race, disability, gender reassignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation.) under the Equality Act 2010.