



Hartsbourne Primary School

Mission statement: Valuing Potential; Creating Opportunities

PUPIL DIVERSITY POLICY

To be read in conjunction with the following policies: Admissions, Assessment, Behaviour, Race Equality, Inclusion, English as An Additional Language, RE, SEND Policies

POLICY REVIEW

DATE OF POLICY:	November 2022	DATE OF NEXT REVIEW:	November 2023
MONITORED BY:	SENIOR LEADERSHIP TEAM	FULL GOVERNING BODY	

RATIONALE

Hartsbourne Primary School recognises that diversity is a reality of our community that brings significant educational benefits to all students, enabling the creation of learning experiences enriched by different life experiences, varied perspectives, flexibility and creativity.

The school also recognises that the richness and diversity of culture and experience that we now enjoy is our heritage. It is the school's policy to accept and celebrate diversity; any form of intolerance is counterproductive and unacceptable. The school is therefore committed to building an environment where:

1. All students are treated with dignity and respect
2. Diversity is valued and we strive to ensure that all children can see themselves in the curriculum.
3. Stereotypes are questioned
4. Bias, bigotry, prejudice and racism are wholeheartedly rejected.

Our purpose is to ensure that every young person, through access to a great education, should be able to realise their potential, regardless of where they live or their circumstances. Their education should be free from barriers presented by a lack of equality, diversity, and inclusion.

We strongly believe that education is key in creating meaningful change and we know that we have a significant role to play. We recognise the negative impact of under-representation and lack of diversity in our education system and in all aspects of our society

DISCRIMINATION

The key people responsible for implementing this policy is the Headteacher and Governing Body, but all staff are responsible for ensuring that the diversity of our pupil and parent body is respected. In accordance with its legal responsibility, Hartsbourne Primary School will ensure that there is no discrimination against any pupil for any reason. It will not segregate or differentiate between individuals on the grounds of:

1. Sex
2. Sexual orientation
3. Race
4. Ethnicity



5. Religious belief
6. Disability
7. Social background.

The school will promote equality of opportunity and will investigate all complaints of discrimination.

Sex Discrimination

All applicants for admission to the school, and all pupils of the school, will be treated the same way, irrespective of sex. In particular, the school will ensure that:

- No attempt is made to balance the number of boys and girls admitted to the school.
- Any tests used to screen pupils are identical for boys and girls.
- All children have equal access to the National Curriculum.
- Careers advice, interviews and literature are not sex discriminatory.

All pupils, regardless of their sex, will have equal access to:

- All subjects in the curriculum
- All forms of community involvement
- All recreational, sport and social facilities
- All outdoor learning opportunities, enrichment opportunities and residential activities

Sexual-Orientation Discrimination

The school will not discriminate directly or indirectly against anyone because of their sexual orientation.

The school will not tolerate the harassment or victimisation of anyone because of their sexual orientation. The school will promote equality of opportunity for all students regardless of their sexual orientation. This is included in its equal opportunities and behaviour policies and the curriculum, particularly the PSHE curriculum.

The school is committed to providing a safe environment for all pupils and will apply the school's anti-bullying policy to deal with all instances of homophobic bullying or abuse, whether active or passive. The school will follow the DfE's [Relationships Education, Relationships and Sex Education \(RSE\) and Health Education Guidance](#), which in turn has been incorporated into our own PSHE and RSE policy.

Racial Discrimination

The school will promote equal opportunity and good race relations, and will not discriminate against anyone on the basis of race, colour, nationality or citizenship, ethnic or national origin. We will not tolerate any form of racial discrimination, racial harassment or inciting of racial hatred. Incidents of this nature may be offences under criminal law and will be treated as such.

Religious Discrimination

The school recognises, respects and values the various traditions, customs and rules of different religious groups and will not discriminate against any pupil on the grounds of his or her religion or beliefs. The school understands that for religious reasons certain pupils might wish to behave in ways that are contrary to accepted school rules. Every effort will always be made to meet the sincere wishes of these pupils.

Our RE curriculum reflects the racial and religious mix in the school. If the number of non-Christian children in the school makes the statutory requirement for broadly Christian worship inappropriate, an application will be made to the local Standing Council for Religious Education for partial or total exemption.



Disability Discrimination

The school will not tolerate any form of discrimination against disabled pupils. This includes the use of any derogatory term to indicate the disabled person's supposed mental capacity.

No assumptions will be made about the general abilities of people who are disabled. Children with disabilities will be recorded as part of our Special Educational Needs and Disability (SEND) register, and may have a personal provision map or personalised risk assessment to manage their needs. The school will make every effort to ensure that its premises are accessible to people with all kinds of disabilities.

The school has an [accessibility plan](#) detailing the planned improvements that will be made for:

1. Increasing the access of disabled pupils to the school curriculum.
2. Improving the access of disabled pupils to the physical environment of the school.
3. Improving the delivery of information to disabled pupils.

MANAGING INCIDENCES OF DISCRIMINATORY BEHAVIOUR

All school staff will record any incidences of discriminatory behaviour via CPOMS, which will alert the Designated Safeguarding Lead (DSL) and Designated Safeguarding Person (DSP) to follow up with the children concerned.