



## Equality & Diversity Overview Statement 2017 - 2020

The governing body of **Richardson Dees Primary School** have agreed the following statement relating to Equality & Diversity for our school.

### Introduction

The school endeavours to improve all aspects of equality and diversity through fostering good relationships with all equality groups, advancing the equality of opportunity for all and eliminating unlawful discrimination, harassment and victimisation.

By acknowledging the need for governors, school leaders, employees, pupils and trade unions/professional association representatives to work in partnership to improve all aspects of equality and diversity, we anticipate a cultural change will become embedded within our school systems.

### Key Documents

The governing body have approved a number of procedures, guidance and templates to meet the schools legal requirements and ensure our commitment to equality and diversity, as follows;

- Single Equality scheme & action plan guidance and template – to be renewed every 3 years<sup>1</sup>
- Equality & Diversity Guidance for schools – which will act as a source of information for all stakeholders
- Equality Impact Assessment (EIA) template & guidance – which will be used whenever a policy/procedure/initiative is developed or changed within school
- Guidance on publishing of equality data for schools – which will be used to produce and publish school data on an annual basis.
- School Accessibility Plan – as part of the schools SEN report, in compliance with paragraph 3 of schedule 10 to the Equality Act 2010. This will be reviewed annually.

### Consultation & Review

We envisage that where such procedures require amendment this will be undertaken following consultation and open dialogue with employees and school based trade union/professional association colleagues, prior to adoption by this governing body.

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<sup>1</sup> Schools HR Advisory unit recommends to review this every 2 to 3 years, but in line with the Equality Act 2010 it must be reviewed no later than every 4 years.