

IMAM ZAKARIYA PRIMARY SCHOOL

EQUALITY & DIVERSITY POLICY

DATE REVIEWED: 24TH August 2017

NEXT REVIEW DATE: 24TH August 2018

IZA Primary School

1 Aims and Objectives

1.1 This procedure applies to all employees of IZA primary school.

1.2 IZA primary school believes that all human beings are entitled to dignity, compassion and respect. Islam teaches that we must respect the dignity of all human beings and that every person has a right over us whatever their background or characteristics.

“Verily we have honoured the children of Adam. We carry them on the land and the sea, and have provision of good things for them, and we have preferred them above many of those whom we created with a, marked preferment.” (The Holy Quran 17:70)

‘Kindness is not to be found in anything but that it adds to its beauty and it is not withdrawn from anything but it makes it defective.’ (Saying of the prophet Muhammad Peace be upon him, sahih Muslim 6274)

1.3 We believe that whatever differences there are in groups of people, these differences never justify poorer or better treatment from others towards them.

“Verily Allah commands you to fulfil your trusts to those whom they are due and when you judge, judge with justice. Verily how excellent is the guidance Allah gave you; it is he who sees all things.” (The Holy Quran, chapter An-Nisa verse 58)

1.4 Islam strongly disapproves of bullying and harassment of others and comments that we extend Mercy and respect to others, putting the interests and needs of others before our own to attain God’s pleasure and reward in this life and the Hereafter.

“O Ye who believe! Let not some men among you laugh at others: it may be that the (latter) are better than the (former): nor let some women laugh at others: it may be that the (latter) are better than the (former): nor defame nor be sarcastic to each other, nor call each other by (offensive) nicknames: ill-seeming is a name connoting wickedness, (to be used of one) after he has believed: and those who do not desist are (indeed) doing wrong.” (The holy Quran, 49:11)

1.5: IZA primary school therefore takes a strong moral stand against discrimination against others due to their characteristics. We promote the principles of fairness and justice for all through the education that we provide in our school which is in-keeping with our strong Islamic ethos.

1.6: We ensure that all pupils have equal access to the full range of educational opportunities provided by the school which is in-keeping with our Mission Statement:

To strive to promote moral and academic excellence in a caring and secure Islamic environment.

1.7: We constantly strive to remove any forms of indirect discrimination that may form barriers to learning –

1.8: We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.

1.9: We challenge stereotyping and prejudice whenever it occurs, as required by our strong dedicated Islamic institution.

1.10: We celebrate the cultural diversity of our community and show respect for all, as a dedicated Islamic institution - PSHCE lessons, assemblies, school displays, Multicultural month, school interlinking projects and etc.

1.11: We are aware that bullying, prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all- taking part in National Children Mental Health Week, Anti bullying week

1.12: IZA primary schools therefore ensures it does not discriminate against a pupil, potential pupil, employee or potential employee on the basis of any of the legally protected characteristics, as required by the Equality Act (2010):

- Age (though this does not apply to pupils);
- Disability;
- Gender reassignment;
- Marriage and civil partnership;
- Pregnancy and maternity;
- Race;
- Religion or belief (though this does not apply to applicants for teaching positions-see below);
- Sex;
- Sexual orientation.

2. Pupils or potential pupils

2.1: IZA primary recognises that discrimination because of any of the protected characteristics of another person associated with a pupil is also unlawful as is discrimination that is misdirected.

2.2: IZA works towards creating a climate where bullying of any kind by pupils cannot flourish and recognises that bullying can take many different forms and can target protected characteristics but would all be dealt with under the terms of the school's Anti bullying policy

2.3.1 The definition of race included colour, nationality and ethnic or national origins. IZA ensures there are no practices which could result in unfair, less favourable treatment of such pupils that pupils of all races are not singled out for different and less favourable treatment from that given to other pupils.

2.4: the Equality Act defines "religion" as being any religion and "belief" as any religious or philosophical belief. A lack of religion or lack of belief are also protected characteristics. A religion or belief must have a clear structure and belief system, and should have certain level of seriousness and

cohesion, and not be incompatible with human dignity to qualify under the Act. Lack of religion or belief is also included in the discrimination of 'religion or belief'.

2.5: The Equality Act makes it clear that unlawful religious discrimination can include discrimination against another person of the same religion or belief as the discriminator. This is to ensure that any potential discrimination between e.g. Orthodox and Reform Jews, Shia and Sunni Muslims, less favourable treatment of boys or girls.

2.6: Disability

2.6.1: The provisions relating to disability discrimination are different in that you may, and often must, treat a disabled person more favourably than a person who is not disabled and may have to make changes to your practices to ensure, as far as is reasonably possible, that a disabled person can benefit from what you offer to the same extent that a person without disability can. Through our themed week- Disability awareness week

2.6.2: Definition of disability

The act defines disability as when a person has a 'physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day to day activities'. Some specified medical conditions, HIV, multiple sclerosis and cancer are all considered as disabilities, regardless of their effect. Long term is defined as lasting, or likely to last, for at least 12 months.

This policy accords with legislation:

- Race Relations (Amendment) Act 2000;
- Disability Discrimination (Amendment) Act 2002;
- Sex Discrimination Act 1975.
- Equality Act 2010

Related Policies

- Special Educational Needs
- Safeguarding
- Health & Safety

This policy will be reviewed annually or when necessary in order to keep it up to date with current requirements.

Signature & Date : Head teacher.....

Signature & Date : Chair of Governors.....

'EVERY CHILD IS AN AMANAH'