

EQUALITY AND DIVERSITY STATEMENT

(DRAFT POLICY)

To be reviewed

7 March 2024

Copies of this policy are also available in other languages on request.

Introduction

Seven Hills School have developed this Equality Statement to help us to meet our Public Sector Equality Duty under the Equality Act 2010.

The Equality Act's provisions cover all aspects of school life such as the treatment of:

- Pupils and prospective pupils
- Parents and carers
- Employees
- Local community

The Equality Act 2010 has simplified anti-discrimination laws by having a single equality act. This makes it easier for people to understand and comply with the law. The 2010 Act has also strengthened protection in some situations.

The act covers nine protected characteristics, which cannot be used as a reason to treat people unfairly. Every person has one or more of the protected characteristics, so the act protects everyone against unfair treatment. The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The Equality Act makes it unlawful to treat someone differently, either through direct and indirect discrimination, harassment, and victimization and by failing to make a reasonable adjustment for a disabled person.

Since 6 April 2011 all public bodies including:

- Local authorities
- School, colleges and other state-funded educational settings including academies have been bound by the Public Sector Equality Duty.

We are bound by the Public Sector Equality Duty to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, and victimization
- Advance equality of opportunity: and

- Foster good relations

Leadership

Within our school all staff and Governors at the school are responsible for ensuring the school meets its duties under the Equality Act 2010.

Eliminating harassment and bullying

The school will not tolerate any form of harassment and bullying of pupils or our staff.

Training

We will make relevant training accessible to all staff.

Procurement and Contractors

We will take steps to ensure that contractors working at the school operate within the requirements of our Equality Statement.

Publishing the Statement

We will publish our statement on the school's website.

Reporting our progress

We will report progress against our Public Sector Equality Duty through our regular reporting mechanisms to the full governing body of the school.

Reviewing and Revising the Equality Statement

We will review and revise the Statement no later than four years from publication of this statement.

Seven Hills School

Equality and Diversity Statement

Rationale

All people are different and have a unique combination of aptitudes and potential limits to their abilities. This uniqueness should be acknowledged and celebrated by the whole school community. No one should be limited in their access to an appropriate activity on any grounds of race, gender, faith, sexual orientation, physical or intellectual potential.

Aims

- 1 To ensure that all children/students have equal access to an appropriate curriculum which is not based upon their race, gender, faith, sexual orientation, physical or intellectual potential.
- 2 To enable everyone to contribute to, gain from, and be valued as a member of the school community.
- 3 To respect and celebrate all within the school community for their individuality, whatever their race, gender, faith, sexual orientation, physical or intellectual potential.
- 4 To ensure that all staff are supplied with sufficient information in school to allow them to do their job efficiently.
- 5 To ensure that no member of staff is limited in their employment at Seven Hills by reasons of race, gender, faith, age or sexual orientation.
- 6 To provide an efficient means to investigate any incidents or concerns where the equal opportunities of members of the school community have been compromised

Monitoring and Review

This policy will be monitored by the Head Teacher.

This policy will be reviewed every two years (or earlier if required following additional guidance received by the school).

Guidelines

1 The school community at Seven Hills consists of both children/students and staff. For reasons of clarity it makes sense to look at these separately, although it is acknowledged that it is sometimes difficult to make this distinction, and aspects of one may equally apply to the other.

2 Children/students

2.1 All children/students within the school will have equality of access to an appropriate curriculum irrespective of their race, gender, faith, sexual orientation, physical or intellectual potential.

2.2 All children/students will have equal access to a broad and balanced curriculum. Planning for curricular activities will be based upon the Long Term Plans, which will be adapted through the Medium Term and Short Term planning structures, to meet the individual needs of the children as identified in the Individual Learning Plans (ILPs).

2.3 Careful consideration will be taken of the activities planned to ensure that stereotypes are avoided and that positive images of all groups are promoted.

2.4 The school building will be constantly monitored to ensure that all teaching areas continue to remain accessible to all children/students.

2.5 The school will ensure that all children/students have access to appropriate resources to meet their individualised programmes of work.

2.6 Timetabling of specialised resources (e.g. computers) will be carefully arranged to ensure that all children/students have access to them in response to their needs.

2.7 At all times, a positive and encouraging ethos will be provided which allows for individual responses and views, and encourages children/students to give their own views and opinions.

2.8 At all times, a respect for the views and opinions of others will be encouraged, between children/students and other children/students, children/students and staff and between staff.

2.9 All staff will be aware of their influence as role models.

2.10 Constant vigilance of equal opportunity issues is essential. Any incidents or concerns will be reported, without delay, to the Head Teacher. These will be written up on an Incident Form [Appendix 1] available from the School Office or electronically on staff share. These will be investigated and appropriate action taken if/as appropriate.

3 Staff

3.1 All staff will have access to participate in the full life of Seven Hills School. No one will be limited in this on the grounds of their race, gender, faith, age or sexual orientation.

3.2 All staff are entitled to as much information about the running and management of Seven Hills School as possible. This will be achieved through:

- Weekly briefing meetings will share information with staff about events in school, forthcoming training and development times, information about students, safeguarding, health and safety, arrangements for whole school events, etc.
- Briefing is open to staff to contribute and share information with their colleagues
- Bulletins and information sent on the school email system
- Distribution of the staff handbook at the start of each academic year
- The Head Teacher will write short reports or statements of guidance on particular issues within the school which will be distributed to all staff
- Copies of appropriate reports written to the Governing Body can be made available (this does not include confidential reports)
- The meeting cycle for development activities for all staff will be available on staff share and weekly notice through briefing
- A whole school calendar of events will be published at the beginning of each academic year and made available to all staff within the school.
- Staff should act as positive role models to students, challenging stereotypes and promoting the principles of equality and acceptance of diversity wherever possible.

They should also encourage students to be tolerant of others' views and life choices, as well as being understanding and respectful towards minority groups.

3.3 No member of staff will be discriminated against in terms of employment through race, gender, faith, age or sexual orientation.

3.4 We are an equal opportunities employer and we adhere to the principles of equality in all aspects of the recruitment process. We welcome applications for vacant posts from appropriately qualified persons regardless of age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

3.5 All staff will be given active encouragement to further their own professional development. Seven Hills School aims for a balance between meeting the needs of the School Development Plan and the individual needs of the staff members.

4. Wherever possible, the CPD budget will be used to fund relevant professional development opportunities, which are of benefit to staff and relate directly to their roles and responsibilities.

