

Equality and Diversity Policy

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Our Vision and Aims for Equality and Diversity

Huntcliff School is a community where we all aspire to be successful to improve on our personal best and to strive for excellence in all that we do.

Our staff, Trustees and parents have high expectations of ourselves and our children. We want them to be given the opportunities to succeed and to challenge them to greater heights.

With this in mind, we have a dedicated, talented, enthusiastic staff who work together to ensure that the teaching and quality of provision, enriched by our specialist school status, is organised to meet the need of each individual pupil.

We are very proud of our achievements and we are keen to celebrate success at all levels. We place high standards of discipline within the context of care, warmth and good humour. It is important to us that all members of the school community are treated with respect and are allowed to thrive as individuals.

We are committed to providing the highest quality of education for all of our pupils to prepare them for life in the twenty-first century as active, healthy, caring and well-skilled members of the global community.

'We will treat everyone at Huntcliff School fairly, celebrating difference and meeting different needs so that all members of our school community are free to live, learn and enjoy'

We seek to find all ways possible to:

- **Tackle** discrimination on the grounds of age, disability, gender identity (gender reassignment and transgender), pregnancy and maternity, race, religion or belief, sex (gender) or sexual orientation
- Advancing equality of opportunity
- Creating good relations between different group

1. Defining Equality and Diversity

Equality

Equality is about fairness and equality of opportunity and advancing equality of opportunity involves treating people differently. People should not be treated the same. Some people may need extra help or adjustments to be part of the school community this includes teachers, administration, cleaning or catering staff employed at the school as well as pupils/ students, parents and school Trustees.

Relating to the Equality Act there are nine 'protected characteristics' these are age; disability; gender reassignment [transgender]; marriage / civil partnership; pregnancy / maternity; race; religion and belief (and having no belief); sex (gender) and sexual orientation.

Under the general duty schools must exercise 'due regard' in respect of each of the eight protected characteristics (excluding marriage and civil partnership) to

1. Eliminating unlawful discrimination and harassment.
2. Advancing equality of opportunity.

3. Fostering good relations between different groups.

Diversity

Diversity is about valuing people as individuals and learning from our differences. Our differences can be visible and non-visible. Promoting diversity we can meet different needs creatively to ensure opportunities are available to all and potential is fulfilled. Promoting a diversity friendly school culture we are able to meet our school's aims and objectives more efficiently.

Culture is about the way we behave towards one another – school Trustees, all employees in the school, parents, pupils and the whole school community. It is about how we treat one another and respect our differences. Promoting diversity and a diversity friendly culture helps to create a more productive school community.

2. Purpose and scope of the policy

This policy sets out Huntcliff School's commitment to the promoting equality and diversity.

We believe that it is our responsibility to promote equality and diversity wider than the nine characteristics (areas) covered by legislation. We work to remove barriers and we will not unfairly discriminate on any grounds.

We do this by:

- Offering British sign language as part of our enrichment.
- Use of EMTAS (Ethnic Minority and Traveller Achievement Service) for pupils with little or no English language
- Providing a curriculum which promotes positive understanding of different characteristics, recognizes the contribution that individuals and groups with protected characteristics make to society, and challenges stereotyping and discrimination.
- Monitoring and reviewing this policy and reporting annually on progress in the information we publish to evidence how we are meeting the requirement of the public sector equality duty. Publishing and reviewing our Equality objectives (and reviewing them at least every four years)
- Undertaking other activities and measures as outlined in this policy document, our published information and other relevant documents.

The policy applies to:

- School Trustees
- Staff
- Parents/Carers
- Pupils (as appropriate)
- Contractors
- Visitors to the school

3. Roles and responsibilities

All members of the school community – Trustees, staff, pupils, parents, visitors and contractors all have a part to play in implementing this policy, promoting diversity and equality, challenging inappropriate behaviour or practice to remove barriers and avoiding discrimination.

To promote understanding of this responsibility Huntcliff School will:

- Ensure Trustees, staff, parents, and contractors are made fully aware of our Equality and Diversity Policy and how it affects their work
- Ensure pupils and visitors to our school are clear about the expectations relating to our commitment to promoting equality and diversity
- Provide training / development and updates as appropriate
- Review our equality objectives and actions to ensure all relevant activity remains relevant and meets the identified needs and priorities of our school.

In addition

School Trustees have responsibility for overseeing agreeing, monitoring and reviewing of our school's equality objectives, and related activity.

Breaches of Policy

Huntcliff School views any form of discrimination as a serious act of misconduct. Any allegation of a breach in the policy will be investigated by Headteacher/SLT with advice from HR. This may lead to disciplinary or other appropriate action being taken.

4. Monitoring and review

Huntcliff School has specific duties under the Equality Act to publish information about the diversity of our school community and the work we are doing to promote equality. This information can be found on our school website. We will review this information annually.

5. Bullying and Diversity incidents

Pupils

Huntcliff School believes all pupils should be safe and feel valued for themselves, whatever characteristics they may have. Bullying and harassment of pupils, staff, parents, visitors and/or contractors by pupils on the basis of their identity (including a perceived characteristic, and by association with a protected characteristic) is unacceptable. Incidents will be logged, investigated and appropriate actions taken to prevent future incidents and to support the victim as outlined in the Anti-Bullying Policy on the school website: <https://www.huntcliff.n-lincs.sch.uk/uploads/Anti-Bullying%20Policy%20%20April%202018.pdf>

Staff and Trustees

The council and Huntcliff School view any form of discrimination undertaken by adults as serious acts of misconduct. Any such breaches could result in disciplinary action being taken and in the case of harassment, might call for police involvement.

6. Diversity Complaints

Huntcliff School takes seriously all complaints; where a complaint is related to Equality/Diversity issues, the school procedure for dealing responding to complaints will apply https://www.huntcliff.n-lincs.sch.uk/uploads/Complaints%20AUTUMN%202018_1.pdf

Complaints should be made in the first instance to your child's Form Teacher/HoH or PSO.