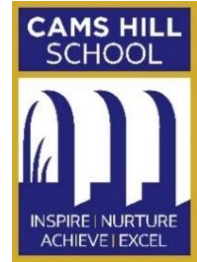


CAMS HILL SCHOOL EQUALITY & DIVERSITY POLICY



Non-Statutory

Date created: 1 March 2021

(re-written to replace previous Equality & Diversity Policy)

Review Period: 2 years

Last Reviewed: 1 February 2023

Ratified by governors: 27 March 2023

Next Review Date: 1 February 2025

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1. Cams Hill School's Commitment

Cams Hill School is committed to ensuring equality of education and opportunity for all members of the school community. It aims to develop a culture of inclusion and diversity in which all those connected to the school feel proud of all elements of their identity and able to participate fully in school life. Cams Hill School believes that diversity is a strength, which should be respected and celebrated by all those who learn, work, and visit our school. Actively promoting a culture of kindness where it is important to be patient, be thoughtful and be kind remains a key priority for the school as a direct and wider community.

Fostering and maintaining a culture where diversity is embraced and embedded supports Cams Hill School's aim to develop highly qualified, confident, resilient pupils. It is part of our commitment to inspire and nurture all of our pupils so that they can achieve to the highest possible standards and excel in all they do.

2. Principles

It is expected that all individuals in the school community:

- should feel that they belong, and that any part of their identity is valued;
- should be treated with dignity and respect, and expected to treat others in the same way;
- should have their needs met in a way which provides equality of opportunity;
- should be empowered to constructively challenge behaviour which discriminates against, victimises or harasses any person based on any part of their identity.

3. Legal Requirements

The Equality Act 2010 sets out the following protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

The Act prohibits discrimination (direct, combined, or indirect), harassment and victimisation of a person based on one or more protected characteristics, and sets out a duty to make adjustments for disabled persons.

N.B. Paragraph 1.15 of the DfE publication 'The Equality Act 2010 and Schools' makes it clear that age as a protected characteristic does not apply to pupils in schools, even if they are over the age of 18. Age is a protected characteristic in schools in relation to employment and the provision of goods and services to those who are not children.

Cams Hill School recognises that it has a legal duty under the Equality Act 2010 as a result of the Public Sector Equality Duty (PSED) to:

1. Publish information to demonstrate how the school is complying with the PSED.
2. Prepare and publish equality objectives.

Cams Hill School also recognises that under the PSED it is required to have due regard to the need to:

- eliminate discrimination and other conduct that is prohibited by the Equality Act 2010;
- advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- foster good relations across all characteristics, between people who share a protected characteristic and people who do not share it.

4. Responsibilities

Governing Body

The governors have overall responsibility for approving and reviewing this policy, and the accompanying Equalities Information and Objectives Statement.

Senior Leadership Team (SLT)

- The Headteacher is responsible for dealing with complaints or issues involving staff.
- The SLT Member with oversight of Equalities and Diversity is responsible for updating this policy, oversight of the Equalities Information and Objectives Statement and leading the whole school strategy for equalities and diversity.
- The SLT Member with oversight of Equalities and Diversity is also responsible for ensuring the completion of the annual return on incidents which are deemed to be prejudicial or discriminatory.
- All members of SLT should take due responsibility for their line managed areas.
- Recruitment processes are overseen by the Deputy Headteacher.

Pastoral System

Heads of Year are responsible for:

- Responding to and recording any issues relating to pupils which occur outside of lessons or are repeated incidents.
- Raising awareness with staff of issues related to protected characteristics which may directly affect their pupils.
- Ensuring that elements of the tutor programme, including assemblies, which address issues related to protected characteristics are implemented effectively.

Curriculum

Curriculum Leaders are responsible for:

- Implementing a curriculum which is fully inclusive and accessible to all.

- Ensuring that all inclusion needs within their curriculum area are addressed.
- Actively seeking out, and ensuring teachers in their curriculum area are aware of and confident in, taking and planning for opportunities to promote an awareness and understanding of protected characteristics.
- Responding to and recording any incidents which occur in lessons within their curriculum area.

SEND

The SENDCo is responsible for:

- Ensuring that appropriate guidance and support is provided for the effective inclusion of specific pupils.
- Providing a first contact point for staff requiring further information for pupils in their department.

All Staff

All members of staff employed by Cams Hill School are expected to:

- Treat everyone with dignity and respect at all times.
- Ensure they are aware of issues relating to protected characteristics and how they may affect members of the community.
- Constructively challenge any incidents which are prejudicial or discriminatory, including bias and stereotyping, or seek support to do this.
- Deal with incidents between pupils when they occur, in line with the Good Behaviour Policy, or seek support to do this.
- Report incidents relating to staff to their direct line manager.

Pupils

All pupils at Cams Hill School are expected to:

- Treat everyone with dignity and respect at all times.
- Report all incidents of prejudicial or discriminatory behaviour, including bias and stereotyping, to a member of staff.

Visitors and Contractors

All visitors and contractors are expected to comply fully with this policy.

5. Monitoring and Evaluation

The Equality Information and Objectives Statement (in a separate document) will fulfil the school's statutory duty to demonstrate compliance with the PSED and will contain the equality objectives. This will be published on the school website.

The document will outline the school's objectives and the equalities information on which they are based, the actions being taken to carry out the objectives, and the strategies being used to eliminate discrimination, victimisation and harassment, advance equality of opportunity, and foster good relations.

There will also be an evaluation of the success of these actions and details of any actions which need to take place to further progress towards achieving the equality objectives.

The Equalities information is to be updated yearly, and the objectives published in a four-year cycle, with progress reviewed and presented to governors yearly.

In order to support this document, relevant data and information will be collected in an appropriate rolling cycle from all relevant stakeholders. This will be coordinated by the SLT Member with oversight of Equalities and Diversity.

6. Dealing with Incidents

The Good Behaviour Policy sets out the procedures for staff in dealing with incidents in which a pupil has contravened the behaviour expectations surrounding protected characteristics. Each incident will be responded to in a way which reflects the seriousness and nature of that incident, as well as the needs of all those involved.

Incidents involving staff should be reported to the member of staff's direct OR SLT Line Manager, or the Chair of the Governing Body in the case of the Headteacher.

7. Linked Policies and Documents

Equalities Information and Objectives Statement

Accessibility Policy and Plan

Admissions Policy

Anti-Bullying Policy

Assemblies and Collective Reflection Policy

Attendance Policy

Child Protection Policy

Curriculum Policy and Map

Good Behaviour Policy

Safeguarding Policy

Special Educational Needs Policy

Staff Application and Recruitment Process

Staff Code of Conduct

Suspension and Permanent Exclusion Policy

Equality Act 2010

Public Sector Equality Duty

8. Policy Review

This policy will be reviewed every 2 years.