



Equalities Objectives (Part A)
and
Policy Statement on Equality & Diversity (Part B)
at Woodlands Meed

Name of Policy: **Equality and Diversity**

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Approved by Governor Policy Group 2/10/23

Links with other policies: Curriculum Statement, Examinations, all policies related to Learning and Wellbeing, admissions, all other policies relating to employment in Woodlands Meed

Links to procedures & notes filed elsewhere: *H&S policies or appraisal and other policies and procedures that affect pupils' and staff access e.g. admission procedures, examination procedures and employment procedures*

Approved: Policy Committee 5/12/23

Woodlands Meed Equalities Statement is available on the website:

www.woodlandsmeed.co.uk

Part A: **Equalities Objectives**

1. OVERVIEW

1.1 This policy reflects the Single Equality Act 2010 which harmonises and replaces previous legislation, including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975. This policy therefore supersedes all previous school policies on Disability, Ethnicity (i.e. Race) and Gender.

1.2 The Single Equality Act combines the existing three duties into one new Equality Duty that covers all seven of the equality strands: age, disability, gender, gender-identity, race, religion or belief and sexual orientation. In this school and college we will ensure that at every level, in all our work and throughout all aspects of our community and its life, everyone will be treated equally. **This Single Equality Policy summarises Woodlands Meed's approach in ensuring equality for all.**

1.3 We seek to ensure that our working environment is one that respects and includes everyone regardless of their gender; marital status; sexual orientation; race, language, ethnic or national origins and nationality (including citizenship); religious belief; disability and / or medical conditions; age; whether they have dependants; trade union membership status and activity or political views/affiliations.

2. OBJECTIVES

2.1 To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.

Ensure trips, visits, in-school activities, extra-curricular activities and residential are appropriately adapted to ensure no pupil is excluded based on need.

2.2 To advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by cultivating respect for all.

Ensure the curriculum takes account of gender balance, ethnicity, LGBTQ inclusion, family make-up, religion, and acknowledges all protected characteristics, and that these are reflected in our lessons, our resources, our discussions and our assemblies. See E4S curriculum. Ensure we establish and maintain a culture of being inclusive and welcoming to all.

2.3 To eliminate any discrimination, harassment and victimisation. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender-identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs. Ensure that any and all behaviours that discriminate are challenged appropriately, and that both victim and perpetrator are supported well, minimising any further incidents.

Continue to record and monitor any racist incidents and report to WSCC, and continue to record and monitor any other hate-crimes or related behaviour that might discriminate. Ensure all parties feel supported and empowered to report any behaviours of concern. Ensure systems and signposting are established to empower learners of all ages, stages and abilities to challenge and report behaviours that discriminate.

2.4 To recognise and celebrate diversity within our community whilst promoting community cohesion.

Develop and maintain a regular cycle of events and themes to promote and celebrate diversity each year: EG, Rainbow Day, Black History Month, Pride Month, etc, and reinforce principles of respect and tolerance through class activity, discussion and assemblies.

2.5 To ensure that this policy is applied to all our work across Woodlands Meed

Continue to monitor curriculum developments and content to ensure good coverage. Enshrine the above principles in the Woodlands Meed Development Plan, and ensure this continues to be proactive and reflect current needs and trends.

2.6 To ensure that pupils and families are fully informed of the culture of tolerance and respect in our school and college, and the principles of this policy.
Continue to celebrate diversity in all forms and involve our whole school community.

2.7 To ensure that within Woodlands Meed's budget, adequate funding is provided to underpin this policy and that intervention, positive and preventative action is funded where necessary.

Support all staff to undertake appropriate training, and ensure adequate resourcing to reflect a wide range of diverse lifestyles and backgrounds.

3. GOOD PRACTICE

3.1 We strive to achieve a cohesive community and expect that children respect one another and behave with respect to one another, and that their parents feel fully engaged in the school and college.

3.2 We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.

3.3 We support the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. Through our policies and actions we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.

3.4 We consider it prudent and sensible to maintain the practice of logging racist incidents and reporting them to the local authority. We monitor and log incidents that discriminate against children and young people or adults in Woodlands Meed with protected characteristics, e.g. homophobic or transphobic bullying. We also monitor and log bullying incidents, particularly those directed towards those with special educational needs.

4. STRATEGIES

4.1 Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the school and college reflect the objectives of this policy.

4.2 Parents and governors will be involved and consulted about the provision being offered by Woodlands Meed.

4.3 Teachers will ensure that teaching and learning takes account of this policy.

4.4 The diversity within our school and college and the wider community will be viewed positively by all.

4.5 Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.

4.6 Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.

4.7 Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.

4.8 The positive achievements of all pupils will be celebrated and recognised.

4.9 Consideration is given to accessibility arrangements for all activities and lessons to ensure the inclusion of all pupils, irrespective of need, disability or mobility.

5. OUTCOMES

5.1 This policy will play an important part in the educational development of individual pupils.

5.2 It will ensure that all pupils and staff are treated equally and as favourably as others.

5.3 The school and college will make all reasonable adjustments to promote equal opportunity and equal treatment of all members of the learning community.

5.4 Where appropriate, Woodlands Meed will use access arrangements to support candidates with examinations.

5.5 We are committed to meeting the individual needs of each child and will take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010

6. EQUALITY OBJECTIVES

6.1 The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence enshrined in our Woodlands Meed Development Plan.

6.2 Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages, as per the Woodlands Meed Development Plan.

6.3 We will regularly review the progress we are making to meet our equality objectives.

7. POLICY REVIEW

7.1 This policy will be reviewed every 4 years by the Governing Body, as part of its monitoring cycle. Next review is due in Autumn Term 2026

Part B: **Policy Statement on Equality & Diversity**

1. Aim of Policy

The aim of this policy is to provide a clear statement about the school's commitment to promoting equality and diversity.

We seek to ensure that Woodlands is one that respects and includes everyone regardless of their gender or gender reassignment; marital status (including civil partnership); sexual orientation; race, language, ethnic or national origins and nationality (including citizenship); religious belief; disability and / or medical conditions; age; whether they have dependants; trade union membership status and activity or political views/affiliations.

2. Scope of the Policy

This policy applies to all members of the Woodlands Meed community, but particularly employees, regardless of how long they have been employed, their contractual hours and contract type.

Definitions

For us "equality" is about opportunity, access, participation and contribution on a fair and equal footing and providing a framework for this to happen.

The term "diversity" acknowledges there are differences between people and the school values and respects the variety of backgrounds, perspectives, values and beliefs of its employees.

3. Public Sector Equality Duty

The Equality Act 2010 places a statutory duty on Woodlands Meed to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity; and
- Foster good relations between people from different groups.

Please click on this link to see Department for Education advice for Schools. [DfE Equality Act 2010 - Guidance for Schools](#)

4. Links to other Policies

The Woodlands Meed Equality Policy sets out our commitments, values and objectives in relation to equality and diversity. It covers children, parents, staff, carers, governors and other stakeholders.

The Behaviour at Work policy sets out how we expect employees to behave toward one another and outlines the framework for addressing issues that are raised. Our Behaviour for Life and Learning Policy highlights expectations for students. Our Parent Pledge offers guidance around our expectation for Parent / Carer conduct.

The WSCC Standards of Conduct sets out the expected standards of behaviour and conduct for all employees.

5. Guiding Principles

- We are committed to providing equality of opportunity for all by eliminating discrimination. We will do this by ensuring that our practices reflect relevant legislation and good practice. Our employment decisions are based upon job related, objective criteria.
- We are committed to having a workforce that reflects the diversity within our community where everyone is treated with dignity and respect.
- We extend these principles to our whole community, including our pupils, all of whom deserve equality of opportunity irrespective of individual characteristics and differences.

6. Employee Responsibilities

All employees, irrespective of their role, have a personal responsibility to comply with this policy, associated policies and to abide by the Equality Act 2010, in dealing with each other, managing staff and in their relationships with children, parents, carers, governors and other stakeholders.

In particular, employees, must not:

- discriminate against colleagues, other workers, job applicants, children, parents, carers, governors or other stakeholders;
- bully or harass colleagues, other workers, job applicants, children, parents, carers, governors or other stakeholders;
- encourage or try to encourage another person to treat others unfairly or to practice unlawful discrimination;
- victimise people who have made allegations or complaints of discrimination or who have provided information about such discrimination.

We will not tolerate any of the above behaviours. Where employees commit an act of unjustified or unlawful discrimination, or allow discrimination to occur without taking appropriate action, then they could be liable to a claim being brought against them as an individual, for example at an Employment Tribunal. The employee could also be liable to disciplinary action for a breach of the County Council's Standards of Conduct, which could result in dismissal.

For more detailed information please see the following documents:

- WSCC Standards of Conduct Model Behaviour in the Workplace Policy
- Definitions of bullying, harassment and victimisation
- Types of discrimination

We extend these principles to our whole school community. We seek to ensure that all students adhere to our behaviour expectations, regarding respect towards others, and that any instances of discriminatory behaviour are challenged, supported and that appropriate consequences and supportive intervention is put in place.

7. Employer Commitment

We will carry out the following activities in order to demonstrate our commitment to equality and diversity, and also to fulfil our legal responsibilities.

7a. Employment Policies

We will ensure that our employment policies, practices and associated guidance are fair to all by undertaking an equality analysis when we carry out employee related projects, policy developments and reviews. All of our policies, associated guidance and procedures are available to view and download from West Sussex Services for Schools.

We will monitor the implementation of these policies to ensure that they remain fair in practice and that any barriers to and within employment are removed.

7b. Consultation

We have consultation arrangements with a number of trade unions and professional associations.

7c. Staff Groups

There are three work-related interest groups organised by West Sussex County Council staff in partnership with UNISON. They are open to all school staff. The groups are:

- GLO-West (Lesbian, Gay, Bisexual and Transgender) Staff Group – contact james.ironside@westsussex.gov.uk
- Disabled Staff Group for staff with disabilities – contact robert.hayes@westsussex.gov.uk and
- the Black and Minority Ethnic (BAME) staff group – contact grace.natoli@westsussex.gov.uk

8. Accessibility

If you would like this information in another format, please email People.Management.Policy&Practice.Team@westsussex.gov.uk

Who can help?

If employees have any questions about equality and diversity issues, they can contact HR Customer Services on 01243 6(42148) or email hr.customer.services@westsussex.gov.uk.

Headteachers/ line managers can also get support from HR Customer Services or, for more in- depth questions about diversity and equality issues they can contact HR Professional Support for advice on 033022 22422 or email HR.Professional.Support@westsussex.gov.uk

If you need this policy in an alternative format please contact the HR Policy Team on HRPolicyQueries@westsussex.gov.uk

Written by:	HR Policy & Practice Team (LM)
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Revised:	January 2013 (to include Academies)
Reviewed:	Specialist HR Services NH March 2020 (updated HR contacts)
Sense checked:	Specialist HR Services KMG May 2020
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