



EQUALITY AND DIVERSITY POLICY

1. Our Vision and Aims for Equality and Diversity

At the John Hampden and Tetsworth Schools' Federation our core values are aspiration and opportunity. We will treat everyone fairly; celebrating and meeting different needs so that all members of our school community are free to live, learn and achieve their potential.

We aim to:

- Maintain and promote a working partnership between the school, parents and community which fosters respect, honesty, truth, co-operation and tolerance.
- Help the children understand the world in which they live; have mutual respect for the values of others; and work together as a team.
- To ensure that everyone, whatever their needs and capabilities, is included and catered for.
- To value each individual and recognise and respond to the needs of all children.

The principles of Equality and Diversity are at the heart of the Federation's vision for all stakeholders. All members of the community within the Federation are expected to uphold the values and behave in a non-discriminatory way.

2. Defining Equality and Diversity

The words 'equality' and 'diversity' are widely used but not as widely understood. It is worth therefore, taking time to explain what we mean when we use these words throughout the policy:

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 teaching staff, administration staff, cleaning or catering staff employed at the school as well as pupils, parents and school governors.

Relating to the Equality Act (2010) 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.

2.2 Diversity

Diversity is about valuing people as individuals and learning from our differences. Our differences can be visible and non-visible. By promoting diversity we can meet different needs creatively to ensure opportunities are available to all and potential is fulfilled. By 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 governors; employees in the school; parents; pupils; and the school community as a whole. 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.

3. Meeting our duties

Under the Equality Act 2010, the school has a Public Sector Equality Duty (PSED) that extends to all protected characteristics to show due regard to the need to:

1. Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010;
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it;
3. Foster good relations across all characteristics – between people who share protected characteristics and people who do not share it.

4. Purpose and Scope of the Policy

This policy sets out the Federation's commitment to celebrating and promoting equality and diversity. We will provide a supportive, inclusive and empowering learning community for all pupils and adults that fosters positive relationships and values diversity as a rich learning resource.

We believe that it is our responsibility to promote equality and diversity widely – beyond 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:

- Making appropriate changes to teaching resources.
- Accessing Local Authority Services e.g. Ethnic Minority and Travellers Advisory Service, EAL support etc
- Providing specific and targeted training to enable staff to meet the needs of individuals
- Sharing good practice in respect of teaching and learning to ensure equality of access for all
- Providing a curriculum, which promotes positive understanding of different characteristics; recognises the contribution that individuals

and groups with protected characteristics make to society; and challenges stereotyping and discrimination.

- Monitoring and reviewing of this policy will take place annually and will be made accessible through the school website or be made available in an alternative format as requested.

The policy applies to:

- School Governors
- Staff
- Parents
- Pupils (as appropriate)
- Visitors
- Multi-agency Professionals
- Contractors

5. Roles and Responsibilities

All members of the school community, governors, staff, pupils, parents and visitors 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 the understanding of this responsibility we will:

- Ensure all Stakeholders 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 and our commitment to promoting equality and diversity.
- Ensure pupils have a shared responsibility to themselves and others; to treat each other with respect.
- 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.
- Ensure staff promote an inclusive and collaborative ethos in our School.

In addition, School Governors have responsibility for overseeing, agreeing, monitoring and reviewing the Federation's equality objectives, and related activity.

5.1 Breaches of Policy

The Federation views any form of discrimination as a serious act of misconduct. Any allegation of a breach in the policy will be investigated by the Heads of Teaching and Learning or, where appropriate, the

governing body. This may lead to disciplinary or other appropriate action being taken.

6. Monitoring and review

The John Hampden and Tetsworth Schools' Federation has specific duties under the Equality Act (2010) to publish information about the diversity of our school community and the work we are doing to promote equality.

We will review the effectiveness of the Equality policy by an assessment of progress against the targets together with stakeholder's views. This will be reported annually.

7. Bullying and Diversity incidents

7. 1 Pupils

The Federation believes all pupils should be safe and feel valued for themselves, whatever characteristics they may have. Bullying and harassment of pupils, staff, parents, visitors 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 School's anti-bullying Policy.

7. 2 Staff and Governors

The Federation views any form of discrimination undertaken by adults as a serious act of misconduct. Any such breaches could result in disciplinary action being taken and, in the case of harassment, may call for police involvement.

8. Diversity Complaints

The Federation takes seriously all complaints; where a complaint is related to equality/diversity issues, the school procedure for dealing with complaints will apply. This procedure will be made accessible through the school website or will be made available in an alternative format as requested. Complaints should be made to the Headteacher or the Chair of Governors.

Headteacher P. Hankey

Date July 2024

Chair of Governors R. Caseby