



SOUTH ISLAND SCHOOL EQUALITY & DIVERSITY POLICY

Statement of Policy

South Island School believes in equality for all students and staff. We will endeavour to ensure that all individuals are able to achieve their potential in school life and in the wider community. This will be irrespective of ability, disability, sex, race, ethnicity, religion, culture, age, social class, appearance or sexual orientation. Our aim is to ensure that we remove barriers that make it difficult for people to develop into effective and valued members of our community.

Values, principles and standards

Equality of opportunity is fundamental to good practice in education, in which fairness of opportunity for all is a basic right. This policy is therefore underpinned by the following values, principles and standards:

- equality and social justice
- acknowledging and valuing diversity
- respect for others
- compliance with equal opportunities legislation
- elimination of all forms of prejudice and unfair discrimination
- active challenge to stereotypes, prejudiced attitudes and unfair discriminatory behaviour
- commitment to inclusive education which enables and supports all students to develop their full potential
- commitment to the positive development of all staff and governors
- accountability for compliance with this policy by all members of the School community and others engaged in School business or activities.

Objectives

The objectives of this Equality and Diversity Policy are to:

- develop an ethos which respects and values all people
- provide a secure environment in which all students can flourish and be healthy, stay safe, enjoy and achieve, make a positive contribution, and enjoy economic well-being
- provide a learning environment where all individuals see themselves reflected and feel a sense of belonging
- promote good relations amongst people within the School community and the wider communities within which we work
- actively challenge unfair discrimination and disadvantage
- deliver equality and diversity through our School policies, procedures and practice
- prepare children for life in a diverse society in which children are able to see their place in the local, regional, national and international community
- include and value the contribution of all families to our understanding of equality and diversity
- provide positive non-stereotyping information about different groups of people regardless of ability, disability, sex, race, ethnicity, religion, culture, age, social class, appearance or sexual orientation.

- plan systematically to improve our understanding and promotion of diversity
- make inclusion a thread which runs through all our activities
- take positive action to provide encouragement and support to individuals and groups whose progress has been limited by stereotyping and cultural expectations
- monitor the implementation of equality and diversity within the School
- set targets for improvement and evaluate the impact of equality and diversity action in achieving our goals.

Communication of Equality and Diversity Policy

We will take active steps to communicate this Equality and Diversity Policy to all students, parents, staff, governors, partners, stakeholders, contractors and visitors to the School.

Responsibilities

The Governing Body

It is the Governing Body's responsibility to:

- ensure that the school complies with equality legislation
- meet requirements to publish equality schemes
- ensure that the school's policy and its procedures and strategies are carried out and monitored with appropriate impact assessments informing future plans
- follow the Local Authority's admissions policy, which is fair and equitable in its treatment of all groups
- monitor attendance and take appropriate action where necessary
- ensure equal opportunities in staff recruitment and professional development and membership of the Governing Body
- provide information in appropriate, accessible formats
- be involved in dealing with serious breaches of the policy

The Headteacher

It is the headteacher's responsibility to:

- give a consistent and high profile lead on equality and diversity
- implement the policy and its strategies and procedures
- ensure that all staff receive appropriate and relevant continuous professional development
- actively challenge and take appropriate action in any cases of discriminatory practice
- deal with any reported incidents of harassment or bullying in line with school and Local Authority's guidance
- ensure that all visitors and contractors are aware of, and comply with, the school's equality and diversity policy

Staff

It is the responsibility of all staff to:

- be vigilant in all areas of the school for any type of harassment and bullying
- challenge any incidents of unfair discrimination, or racial, sexual or other stereotyping, perpetrated by other staff or students
- identify and challenge bias and stereotyping within the curriculum and in the school's culture
- promote equality and good relations and not discriminate on grounds of ability, disability, sex, race, ethnicity, religion, culture, age, social class, appearance or sexual orientation
- promote an inclusive curriculum and whole school ethos which reflects our diverse society

Students

It is the responsibility of all students to:

- respect others in their language and actions
- obey all of the School's equality and diversity policies and codes

Links to other school policies

This policy should be read in conjunction with the following policies:

- Admissions Policy
- Anti-bullying Policy
- Aiming High Policy
- Behaviour & Motivation Policy
- Child Protection Policy
- Choose to Succeed Policy
- Curriculum Policy
- Departmental Handbooks
- Disability Equality Policy
- Equal Opportunities Policy
- Race Equality and Racial Harassment Policy

Monitoring and Review

The school will:

- monitor the implementation of this policy and appropriate codes of practice
- use all available information to set suitable learning challenges for all, respond to students' diverse needs and overcome any potential barriers to learning
- Review this policy regularly

This policy was agreed and approved by South Island School Senior Leadership Team.

Date: 2014

Due for review: 2019