



Equality Policy

Leighton Park School's Equality Policy relates to all the protected characteristics covered under the Equality Act 2010 as well as other aspects which have the potential to discriminate against or to devalue any individuals within our community. Our School embraces the aim of working together with others to improve students' educational and wellbeing outcomes.

Protected Characteristics

The Equality Act defines nine protected characteristics, of which the following are potentially applicable to the school community (students, staff and governors) are:

- Age (as an employer but not applicable to pupils)
- Disability
- Sex
- Gender reassignment
- Race
- Pregnancy and maternity
- Religion or belief
- Sexual orientation

Even though gender identity is not a protected characteristic, those who identify with a gender different from their sex at birth must be regarded as vulnerable and provided with appropriate support.

Overall aims of our Equality Policy

- To eliminate discrimination, harassment and victimisation.
- To promote equality of access whether onsite or through remote learning
- To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, sexual orientation, cultures, faiths, abilities and ethnic origins.

Our vision statement about Equality

The School seeks to foster welcoming and respectful environments, which allow us to question and challenge discrimination and inequality, resolve conflicts peacefully and work and learn free from harassment and violence.

We recognise that there are similarities and differences between individuals and groups, but we will strive to ensure that our differences do not become barriers to participation, and we recognise that equality cannot necessarily be achieved by treating everyone the same.

We seek to ensure an environment which respects through our safeguarding, anti-bullying and pupil behaviour policies all those with protected characteristics.

Policy Commitments

Promoting Equality: Curriculum

Leighton Park School aims to provide all students with the opportunity to succeed. To achieve this, we will ensure:

- Curriculum planning reflects a commitment to equality;
- The curriculum prepares students for life in a diverse society and uses opportunities to reflect the background and experience of students and families in the School;
- There will be opportunities in the curriculum to explore concepts and issues related to identity and equality;
- The promotion of attitudes and values that celebrate and respect diversity and challenge discriminatory behaviour and language wherever it occurs;
- The use of images and materials which positively reflect a range of cultures, identities and lifestyles.

Promoting Equality: Achievement and Personal Development

The School has high expectations of all students regardless of age, gender, ethnicity, ability, social background and sexual orientation. To secure the best possible outcomes we recognise that:

- Adults in the School will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity;
- It is important to identify the particular needs of individuals and groups within the School and to use targeted interventions to narrow gaps in achievement and to ensure that all students maximise their personal development.
- A range of teaching methods is used throughout the School to ensure that effective learning takes place at all stages for all students;
- All students are actively encouraged to engage fully in their own learning.

Promoting Equality: The ethos and culture of the School

All members of the School community aim to reflect the Quaker ethos of the School, fostering mutual respect between all members of the School community.

- We strive to achieve a feeling of openness and tolerance which welcomes everyone to the School;
- The displays around the School reflect diversity across all aspects of equality and are frequently monitored;

- Reasonable adjustments will be made to ensure access for students, staff and visitors (including parents) with disabilities (this not only includes physical access, but takes account wider access to School information and activities);
- Provision is made to cater for the cultural, moral and spiritual needs of all children through planning of Collects, classroom based and off-site activities;
- Provision is made to cater for the particular religious, dietary, language and cultural needs of students;
- Students' views are actively encouraged and respected and there are regular opportunities to engage with students about their learning and the life of the School;
- Positive role models are used throughout the School to ensure that different groups of students feel welcomed and included.

Promoting Equality: Staff Recruitment and Professional Development

- New and vacant posts (but not necessarily promotions) are advertised internally and, in most cases, externally.
- All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination to ensure equality of opportunity;
- Equality policy and good practice is covered in staff inductions;
- Employment policies and procedures are reviewed regularly to check conformity with legislation and the impact of policies is kept under regular review.

Promoting Equality: Countering and Challenging Harassment and Bullying

- Leighton Park School counters and challenges discriminatory behaviour and this is made clear to staff, students, parents, guardians, governors' external contractors and visitors;
- The School has a clear, agreed procedure for dealing with prejudice related bullying incidents and has a nominated member of staff responsible for recording and monitoring incidents

Responsibility for the Equality Policy

All members of the School community have a responsibility for promoting equality.

The Governing Body has responsibility for ensuring that:

- The School complies with all equalities legislation relevant to the School community;
- The School's Equality Policy is maintained and updated regularly;
- Any actions, procedures and strategies related to the Equality Policy are implemented.
- The HR Governor and the Head are informed of any incidents relating to this Policy

The Head, who may delegate to the Senior Leadership team, has responsibility for:

- In partnership with the Governing body, providing leadership and vision in respect of equality;
- Overseeing the implementation of the Equality Policy;
- Ensuring that all who enter the School are aware of, and comply with, the Equality Policy;
- Ensuring that staff are aware of their responsibilities;
- Ensuring that staff are given relevant training and support;
- Ensuring that they are kept up to date with any development affecting the Policy or actions arising from it;
- Taking appropriate action in response to any prejudice-related incidents.

All School staff have responsibility for:

- The implementation of the School's Equality Policy and to be fully aware of and support the Equality Policy and how it relates to them;
- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping;
- Ensuring they do not discriminate on grounds of ethnicity and culture, disability, sexual orientation or other groups vulnerable to discrimination.
- Keeping make known any queries or training requirements.

Students at Leighton Park will:

- Be expected to act in accordance with the Equality Policy
- Be encouraged to actively support the Equality Policy.

Parents, carers and guardians will:

- Have access to the Equality Policy through a range of different media appropriate to their requirements;
- Be encouraged to actively support the Equality Policy;
- Be informed of any incident related to this Policy which could directly affect their child.

Visitors and external contractors will:

- Be aware of Leighton Park's Equality Policy and practice;
- Be expected to act in accordance with the Policy.

Failure to comply with the Equality Policy

External job applicants who feel they have been subject to unfair discrimination can make a complaint directly to the Bursar (non-teaching staff) or to the Head (teaching staff).

Employees who feel they have been treated unfairly in accordance with this Policy can raise the issue either with their line manager, Head of Department, or in accordance with the School's Grievance Procedure. If it is believed that the Head is involved employees should approach the Chair of the Governing Body via the Clerk to the Governor's office. If it is felt that a satisfactory response to a concern has not been provided, employees should approach the Chair in the same way.

Employees who are alleged to have committed an act of unfair discrimination may be liable to disciplinary action in accordance with the School's Disciplinary Procedure.

Any individual or organisation working with the School but who are not directly employed by the School who commits an act of unjustified or unlawful discrimination, or allows discrimination to occur without taking appropriate action, may have their contract terminated.

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