

THE WENSLEYDALE SCHOOL AND SIXTH FORM EQUALITY & DIVERSITY POLICY

Introduction

This Equality and Diversity Policy links seamlessly to all other policies and procedures and represents a commitment to a common set of values and objectives, and to a consistent approach to communicating, implementing and monitoring the policy.

Aims

The school is committed to promoting and achieving equality of opportunity for all students, parents, staff, governors and visitors. We believe that all people are of equal value and are entitled to equality of opportunity irrespective of ability, disability, sex, race, ethnicity, religion, culture, age, social class, appearance or sexual orientation.

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
- actively promote equality of opportunity
- prepare students for life in a diverse society
- promote good relations amongst people within the school community and the wider communities within which we work
- eliminate all forms of unfair discrimination, bullying, harassment or other oppressive behaviour
- deliver equality and diversity through our school policies, procedures and practice
- do our utmost, within available resources, to remove barriers which limit or discourage access to school provision and 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 and accountabilities:

The Governors are responsible for:

- making sure the school follows all of its equality and diversity policies and codes, and meets its legal responsibilities with respect to equality

The Headteacher is responsible for:

- giving a consistent and high-profile lead on equality and diversity
- promoting equality and diversity inside and outside the school
- ensuring policies and procedures are in place to comply with all equality legislation
- ensuring that the school implements its equality and diversity policies and codes of practice

SLT are responsible for:

- putting the school's equality and diversity policies and codes into practice
- making sure that all staff know their responsibilities and receive the support and training necessary to carry them out
- following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying

All staff are responsible for:

- promoting equality and diversity, and avoiding unfair discrimination
- challenging any incidents of unfair discrimination, or racial, sexual or other stereotyping, perpetrated by students or other staff
- keeping up-to-date with equality law and participating in equal opportunities and diversity training

Students are responsible for:

- respecting others in their language and actions
- obeying all of the school's equality and diversity policies and codes

Date of Policy: July 2023

Date for review: September 2024

*This policy subsumes the Race Equality and Equal Opportunities Policy