

RYDES HILL PREPARATORY SCHOOL & NURSERY

P18 (ISI 17A) – EQUALITY & DIVERSITY POLICY



MISSION STATEMENT

- ❖ Rydes Hill Preparatory School and Nursery is a Catholic school where children learn how to live in loving relationship with God and each other.
- ❖ Christian virtues of love and justice, faith and courage, hope and perseverance are fostered.
- ❖ Pupils and staff comprise individuals of different faiths and beliefs but the Rydes Hill community aspires to unity within the life of the school based on shared moral values.
- ❖ The importance placed on the development of individual talents is at the heart of what school stands for and all are encouraged and challenged to be the best they can be.

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| Written By: | Cate Rowson – Deputy Head (Academic) | 20 th January 2022 |
| Reviewed By : | Vanessa Wood -Deputy Head (Pastoral) | 28 th February 2022 |
| Approved By : | Sarah Norville – Headmistress | 1 st March 2022 |
| Governor Review By : | Academic Committee | 23 rd March 2022 |

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Revision History

| Revision | Paragraph Number | Revision |
|--------------|---|---|
| October 2011 | | New Document |
| October 2012 | | Updated |
| October 2013 | | Updated |
| October 2014 | | Updated |
| October 2015 | | Updated |
| October 2016 | | Updated |
| January 2018 | | Updated |
| March 2019 | | Updated |
| March 2020 | Paragraph 1 Paragraph 5 Paragraph 7 Paragraph 14 Paragraph 15 | Bullet 1 – add “including perceived protected characteristics” Add “and staff” Add reference to Deputy Heads Add “and staff” Add “Collective Worship” and “RSE” |
| March 2021 | Paragraph 7 Paragraph 12 | Remove page number in staff handbook Change Headmistress, Bursar to SLT |
| March 2022 | Paragraph 7 Paragraph 21 | Change Headmistress, Bursar, Deputy Heads to SLT Insert paragraph on sexual harassment |

Abbreviations, Acronyms and Definitions

| Abbreviation / Acronym | Definition |
|---|--|
| EAL | English as an Additional Language meaning where English is not the first/main language of the learner |
| <i>Protected Characteristics</i> | Characteristics protected by the Equality Act 2010 include :- Age, disability including SEN, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. |
| <i>Reasonable Adjustments</i> | Changes to provisions, criteria, practices, physical features, auxiliary aids and services. Criteria of what is “reasonable” is not defined in law however case law illustrates that account will be taken of a variety of factors such as effectiveness of adjustment, practicability, interests of other pupils and prospective pupils, health and safety etc. |

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| SLT | Senior Leadership Team (Consisting of Headmistress, Bursar, Deputy Head (Academic) and Deputy Head (Pastoral)) |
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Aim / Objective / Statement of Intent

This policy applies to the whole school including EYFS.

1. The aim of this policy is to provide details of the way in which Rydes Hill Preparatory School & Nursery meets its legal duty to comply with all employment and equality legislation for pupils and staff alike. We will:
 - Eliminate unlawful discrimination on grounds of any **protected characteristics** including perceived protected characteristics
 - Promote equality of opportunity for all members of the School community
 - Comply with the School's equality duties contained in the Equality Act 2010
2. Promoting equal opportunities is fundamental to the aims and ethos of Rydes Hill Preparatory School & Nursery. We welcome applications from candidates with as diverse a range of backgrounds as possible and we value our differences. This enriches our community and is vital in preparing our pupils for today's world. We concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish. We value the contribution that all employees make to our School.
3. Rydes Hill Preparatory School & Nursery is committed to equal treatment for all, regardless of age, race, sex, ethnicity, religion or belief, sexual orientation, gender reassignment, marriage or civil partnership, pregnancy or maternity, disability including SEN, employment status or social background. A pupil is offered a place based on agreement between the school and parents that the pupil will benefit from the school's facilities and environment. We believe that the educational experience can only be enriched if children are exposed to as wide a range of cultural experiences as possible whilst they are developing.
4. We create a culture where discrimination, harassment, bullying and victimisation is unacceptable. We deal with any issues quickly, thoroughly and confidentially.
5. All parents and staff are expected to support the aims of this policy and the School's ethos of tolerance and respect.

Reporting and Monitoring

6. The Headmistress and the rest of SLT are responsible for monitoring the implementation of the School's policy on equal opportunities and for recording all issues that are raised under this policy. The Headmistress regularly monitors the effectiveness of this policy. The School is also required to collect and retain information regarding ethnicity and religion in order to comply with its legal obligation to provide census information to the Department for Education, the Independent Schools Council, the Catholic Education Service and the Local Authority.

7. Any member of staff may raise Equal Opportunities issues directly with SLT or via the Grievance Procedure.
8. Pupils may raise Equal Opportunities issues via any member of staff or via the Pupil council.
9. Parents/Guardians may raise Equal Opportunities issues with the relevant Class Teacher, or Headmistress as outlined in P39 Complaints Procedure.

Admissions

10. Pupils are admitted to the school in line with the Admissions Policy (P34)- The School accepts applications from, and admits, all prospective pupils irrespective of their disability, race, religion or belief, or lack of religion or belief, or special educational needs, providing facilities allow or **reasonable adjustments** can be made.
11. Parents must inform the School when submitting the Registration Form of any special circumstances relating to their child which may affect their child's performance in the admissions process and/or ability to fully participate in the education provide by the School. The School will not offer a place to a child with disabilities if, after **reasonable adjustments** have been considered, the School cannot adequately cater for or meet their needs.
12. The information about children in receipt of bursaries is confidential and is kept from the whole school community apart from the SLT and Deputy Bursar.

Curriculum

13. The School affords all pupils access to educational provision including all benefits, services and facilities, irrespective of any **protected characteristic** (subject to our **reasonable adjustment** duty and considerations of safety and welfare). The School will not discriminate against a pupil on the grounds of any **protected characteristic** by excluding them or subjecting them to any other detriment.
14. The School will:-
 - Treat all members of the school community with respect and dignity and seek to provide a positive working and learning environment free from discrimination
 - Endeavour to meet the needs of all children and staff and ensure that there is no unlawful discrimination of the grounds of any **protected characteristics**
 - Ensure that pupils with English as an additional language and pupils with an Education Health Care Plan receive necessary educational and welfare support
 - Monitor the admission and progress of pupils from different backgrounds
 - Challenge inappropriate discriminatory behaviour by parents, pupils and staff

- Offer all pupils access to all areas of the curriculum and a full range of extra-curricular activities (subject to our **reasonable adjustment** duty)
- Work with parents and external agencies, where appropriate, to combat and prevent discrimination in School.
- Ensure that it reviews, monitors and evaluates the effectiveness of inclusive policies and practice

15. Use is made of Collective Worship, Assemblies, PSHCE, RE, RSE, Drama, English and other lessons to:-

- Promote tolerance of each other and respect for each other's position within the Rydes Hill Preparatory School & Nursery community
- Promote tolerance of and respect for each other, paying particular regard to the **protected characteristics** set out in the Equality Act 2010
- Promote positive images and role models to avoid prejudice and raise awareness of related issues
- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures. Bias should be recognised.
- Understand why and how we deal with offensive language and behaviour
- Understand why we will deal with any incidents promptly and in a sensitive manner

16. The School recognises that discrimination may be direct, indirect, or arising from disability whether or not it was intentional. Harassment and bullying in all its forms is unlawful and unacceptable; our Anti-Bullying Policy (P1), Exclusions Policy (P2) and Behaviour, Rewards, Sanctions and Use of Reasonable Force Policy (P16) contain clear procedures for dealing with unlawful discrimination. Staff are made aware of this Equal Opportunities Policy on appointment and attention is drawn to all staff throughout the academic year at staff meetings where appropriate. Details are also included in our Staff Handbook (P17) which is regularly updated and re-issued to all staff.

English as an Additional Language (EAL)

17. Rydes Hill Preparatory School & Nursery accepts pupils with English as an additional language. We value the diversity this brings to our School. We support them in School by:

- Teaching the language they need to move around the School safely and to attend to their personal needs.
- We pair them with a friend and children of different year groups (if appropriate) to help to settle them in. Where possible, we encourage pupils of similar ages, who speak the same language (other than English) to support one another.
- Class teachers endeavour to ensure that instructions are short, clear and understood.

Requests for variation in the School Uniform

18. Although Rydes Hill Preparatory School & Nursery is a Catholic School which welcomes children of all denominations, preference in Admissions is given to Catholic families and siblings (please refer to our Admissions Policy (P34)). We welcome pupils of all beliefs and, where possible, offer the opportunity for pupils of all denominations to practice their own faiths. However, parents should be aware that all pupils at the School (excluding Nursery pupils) are required to wear a uniform. The Headmistress will consider written requests from parents for variations in the uniform for reasons related to disability, gender reassignment and/or on religious grounds provided that they are consistent with the School's ethos and its Health and Safety Policy (P38), and it is reasonable in all circumstances including in light of the School's obligations under the Equality Act 2010. The Headmistress may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request.

Teachers / Staff

19. Appointments are made according to good Equal Opportunities practice. Posts or positions of responsibility are awarded after they have been advertised, at least on the staff notice board or school website.

20. Posts of responsibility and pay awards are made considering equal pay legislation.

21. The risk of sexual harassment in the workplace is addressed through training of sexual harassment to ensure:

Staff are:

- Aware of rules and expectations of behaviour,
- Aware of the how to make a complaint

SLT:

- Promote a safe & fair workplace and monitor the workplace culture
- Treat complaints seriously, quickly, and confidentially,
- Discuss at staff meetings

Complaints

19. We hope that you and your child do not have any complaints about the operation of our Equal Opportunities Policy; however should you wish to make a complaint, details of how this can be done can be found in our Complaints Procedure (P39) which can be provided to you upon request or accessed via our school website www.rydeshill.com

