



Equality and Diversity Policy

Last Revised: September 2023

Policy Owner: Headmaster

Date of next review: _____ **September 2024** _____

Signed: _____ *Ed Currie* _____ **Date:**
_____ **1.9.23** _____

Printed: _____ **Mr Ed Currie** _____

Chair of Governors

Signed: _____ *Andrew Rudkin* _____ **Date:**
_____ **1.9.23** _____

Printed: _____ **Mr Andrew Rudkin** _____

(Headmaster)

Policy Statement

Lyndhurst School is dedicated to ensuring that all members of the school community and the wider community are treated equally, fairly, and with respect by the school and by each other. This applies to the school as a place of education, a business, and an employer. Prejudice, discrimination (direct or indirect), and victimisation are not tolerated, and we work hard to instil in our pupils a strong understanding of right and wrong, including the importance of inclusion, acceptance, and compassion towards others. The school's main priority is to provide the best education and care that we can and establish a cooperative working relationship between home and school, to aid the development, progress, and needs of all the children in our care.

This plan sets out how the school will satisfy its duties under the Equality Act to eliminate all discrimination, harassment, victimisation and any other behaviour prohibited by the Equality Act 2010, to foster good relations between persons with and without protected characteristics and promote equality of opportunity regardless of whether a person has a protected characteristic (such as race, gender, transgender, disability, age, pregnancy and maternity, religion or belief and sexual orientation). The school aims to comply with this duty, in both the



delivery of its services and the employment of its staff. It is created in line with the Equality Act 2010 and is the foundation of all the school's other policies – particularly those listed below.

Associated Policies and Documents

- Admissions and Attendance Registers Policy
- Anti-Bullying Strategy
- Behaviour and Sanctions Policy
- Early Years Enjoying and Achieving Policy
- Early Years Positive Contribution Policy
- Recruitment Policy
- Special Educational Needs Policy
- Staff Code of Conduct
- Staff Disciplinary Policy
- Staff Grievance Policy
- Three Year Accessibility Plan

Roles and responsibilities

Creating a school environment that promotes equality and denounces discrimination is a whole-school responsibility and requires all members of the school community to be actively involved in breaking down barriers to learning and barriers to social and emotional development that prejudice can create.

Individuals in the school are expected to take responsibility for supporting and promoting equality in school above and beyond the responsibilities listed below.

The Governing Body

The Governing Body will:

- create and approve this document with the help of the Headmaster and ensure that it is adopted correctly throughout the school
- ensure the school complies with all equality legislation and the school's equality objectives
- monitor and evaluate the effectiveness of the Equality Policy annually and make any amendments to improve on the plan when and where necessary
- nominate a named governor to oversee the implementation of the Equality Policy, monitor equality outcomes, and regularly report back to the rest of the governing body
- ensure that parents are informed of any incident related to this scheme which could directly affect their child
- report to parents, carers, and the wider community on the progress of the school's equality plan through the school prospectus, the school website, and the school's annual report.

The Headmaster and Senior Leadership Team

The Headmaster, with the support of the rest of the senior leadership team, will:



- promote the single equalities plan both within the school and externally to the rest of the community
- ensure that all staff are aware of their role and responsibilities regarding the promotion and delivery of equality in school
- report back to the governing body on how the plan is working and any amendments that they feel should be made, as well as feedback from staff, pupils and parents
- challenge inappropriate language and behaviour
- tackle bias and stereotyping
- take appropriate action where discrimination or victimisation occurs.

Staff

School staff will:

- ensure that they are up to date and aware of the contents of this plan and the school's policy towards all types of discrimination
- challenge inappropriate language and behaviour
- tackle bias and stereotyping
- work to promote anti-bullying strategies as outlined in the school's **Behaviour and Sanctions Policy** and **Anti-bullying Strategy**
- show a commitment to undertake development and training within this area
- engage with the school in eliminating any discrimination and act as a good example to pupils
- promote a positive working environment
- report back to their managers immediately on any incidents relating to discrimination or victimisation, either by staff, pupils, or any other member of the school community, so that these incidents can be reviewed, and action taken where necessary.

Pupils

Pupils at the school will:

- engage with the school in eliminating any discrimination
- promote a positive work environment and a positive attitude towards equality when both in school and off the school site
- report to school staff any incidents of inappropriate language or behaviour, discrimination or victimisation that they know to have occurred
- work to promote the anti-bullying strategies outlined in the school's **Behaviour and Sanctions Policy** and **Anti-bullying Strategy**
- set a good example regarding behaviour and social awareness to younger pupils and their peers.

Parents, carers, and visitors

Parents, carers, and visitors to the school are expected to:

- familiarise themselves with the school's Equality Policy and support the scheme by promoting a positive attitude towards equality at home
- attend any relevant meetings/awareness-raising sessions that they are invited to relating to the school's equality plan
- work with the school to resolve any incident relating to discrimination or victimisation that their child is involved in



- respect and follow our equality plan when visiting the school.

Eliminating Harassment and Bullying

Protection from violence at work is ingrained in the Health and Safety at Work etc. Act 1974 which stipulates that employers have a legal duty to ensure the health and safety of their employees and the Management of Health and Safety at Work Regulations 1999, under which arrangements for the effective prevention of foreseeable violence must be in place. Under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR) employers must report to the enforcing authority incidents resulting in death, serious injury or incapacitation for three or more consecutive days, which includes incidents of violence against employees. Lyndhurst School acknowledges that violence may be perpetrated on the grounds of prejudice as hate crimes.

Lyndhurst School's Anti-bullying Policy includes clear guidance on how discrimination, bullying, harassment of all children, young people and adults will be dealt with.

Lyndhurst School will not tolerate harassment based on any protected characteristic and will endeavour to promote a culture of inclusion and tolerance and promote equality of opportunity.

- All staff are responsible for following the policy and reporting incidents of discriminatory treatment to the appropriate senior member of staff;
- Where staff come across incidents involving discriminatory bullying, they must report them (see Handsam Quick Guide document EO10 England Discrimination Incident Report Form); and
- The Governing Body monitors at least once per term any incidents and actions taken relating to discriminatory bullying.

Bullying and harassment of staff, as well as pupils, will be monitored and the information used to determine future policies.

All incidents of discriminatory bullying amongst pupils will be taken seriously and must be dealt with appropriately and reported to the appropriate senior member of staff.

Key groups at risk

Whilst the school recognises that any person or group of people can become victim to discrimination, victimisation or unfair treatment, people may be more at risk of becoming victims of inequality due to:

- Race
- Disability
- Gender and transgender
- Religion or belief
- Sexual orientation



Promoting equality and social awareness in school and within the local community

Community cohesion

The school expects all its students and staff to act respectfully towards members of the wider community of which Lyndhurst School is a part.

Inclusion

Promoting and practising inclusion in school lessons, around the school site, during all school activities and into the wider community is a key part of developing a positive attitude towards equality and people from different backgrounds. You can find more information regarding our provision for and policy on inclusion for SEN in the school's **SEND policy**.

Pupil voice

Through our support of student voice, we encourage our pupils to have confidence in voicing their opinions and taking responsibility for the world around them. It is important that we teach our children how to engage in mature social interactions and get along with a variety of different types of people. This is developed through student voice by interactions between pupils from different year groups, pupils and staff, and pupils and the wider community.

Recruitment

Lyndhurst School is committed to providing equality of opportunity for all and ensuring that all stages of recruitment and selection are fair. Recruitment and selection procedures will be reviewed on a regular basis to ensure that applicants are not discriminated against on the grounds of race, nationality, gender, religion, age, disability, marital status, pregnancy and maternity or sexual orientation. Lyndhurst School acknowledges that unfair discrimination can arise on occasion and so will ensure that the equal opportunities policy outlined in this plan is the foundation for all its activities.

Where a candidate is known personally to a member of the selection panel it will be declared before shortlisting takes place. It may then be necessary to change the selection panel to ensure that there is no conflict of interest and that equal opportunities principles are adhered to.

More information about our recruitment procedures can be found in the school's **Recruitment Policy**.

Staff

Equal opportunities for staff

As part of our commitment to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment, the school will ensure that: [



- all staff appointments and promotions are made based on merit and ability and in compliance with the law;
- staffing of the school reflects the diversity of our community wherever possible;
- as an employer we strive to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce including the duty to make reasonable adjustments;
- we respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice;
- we ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

Behaviour, exclusions, and attendance

The school **Behaviour and Sanctions Policy** takes full account of the duties under the Equality Act. We make reasonable, appropriate and flexible adjustments for pupils with special educational needs and disabilities. We closely monitor data on exclusions and absence from school for evidence of over-representation of distinct groups and will take action to address any concerns that arise in this area.

The schools **Behaviour and Sanctions Policy** contains more information on the processes surrounding these topics.

The curriculum

Children have opportunities to learn about diversity and equality through assemblies, PSHCE and other lessons, school visits, supporting the local community and charitable events.

The school's **Curriculum and PSHCE Policies** contains more information on the processes surrounding these topics.

Promoting Racial Equality in the Curriculum

In addition to eliminating discrimination on racial grounds, Lyndhurst School will develop and maintain policies and procedures for ensuring that equal opportunities are promoted in the curriculum and in teaching methods. All subject programmes of study will contain material and methods that:

- Recognise that social and cultural factors will impact on how students view race, and this will affect how they engage with learning;
- Encourage classroom and staffroom discussion of racial issues which reflect on racial stereotypes, expectations and the impact on learning; and
- Include teaching and classroom-based approaches appropriate for the whole school population.

Sexuality and Gender Equality

Lyndhurst School will ensure the equal treatment of its employees, pupils and all members of the school community regardless of gender or sexuality. The school



approach to gender and sexual equality will be formulated with equal input by all parties.

It is the responsibility of Lyndhurst School to conduct employment practices and activity in a way that is free from discrimination and harassment and actively promote gender equality within our workforce.

Gender and sexuality aspects are considered when appointing staff, allocating Teaching and Learning Responsibilities (TLR) or re-assessing staff structures for promotion, to ensure all decisions are free of discrimination.

Lyndhurst School will ensure, in addition to the general principles of promoting equality, that:

- Evidence of negative trends, in terms of academia, bullying or behaviour, that occur in a particular gender or sexuality grouping are examined, recorded and acted on;
- Ensure equal representation on the school council, the Governing Body, the Parent Teacher Association and parent focus groups;
- Make all school events fully inclusive and the school welcoming to all genders and sexualities;
- Draw up a plan with tangible aims for the promotion of equality within the staffing structure of the school;
- There will be no discrimination in admissions, exclusions or transitions;
- Develop gender equality and sexual equality policies through consultation with staff, students, unions and parents and subject the policies to regular review; and
- Challenge gender stereotypes through the curriculum and on a daily basis.

Disability Equality

Definition of Disability

The Equality Act 2010 defines a person as disabled if they have a physical or mental impairment that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities. The Governing Body recognises its duties under the Equality Act 2010 not to discriminate against disabled pupils in their admission or exclusion, nor in the provision of education and associated services.

Lyndhurst School's policies will always consider the needs of disabled staff, pupils and visitors to the school.



Disabled Pupils

The Governing Body and Lyndhurst School will also have regard to the SEND Code of Practice 2015 and the SEN Code of Practice 2001 where relevant, when carrying out our duties toward all pupils with SEN and disabilities. The school's compliance with the Equality Act 2010 is consistent with Lyndhurst School's SEN and Disability Policy and our Supporting Pupils with Medical Conditions Policy. This policy should also be read in conjunction with Lyndhurst School's Accessibility Plan and Reasonable Adjustments Policy for Pupils.

Lyndhurst School values the full range of its pupils and seeks to ensure that all its practices are fully inclusive. Every effort will be made to ensure that 'reasonable adjustments' are made to accommodate disabled pupils. We will make reasonable adjustments to make sure that the school environment is as accessible as possible. We will also provide auxiliary aids and services when appropriate and reasonable.

The Involvement of Disabled People

Lyndhurst School is committed to the involvement of disabled people. The following steps have been taken to secure this involvement:

- Local organisations for disabled people have been approached for their comments;
- Disabled members of staff have been involved in the group devising this statement;
- Parents of disabled children attending the school have been asked to contribute;
- Union representatives have been asked for their views;
- The school has had regard to the local authority protocol (where relevant); and
- The school council has been asked to comment on the treatment of disabled pupils by staff and their fellow pupils in school.

Monitoring and review

This Equality Policy will be reviewed biennially, unless there is specific reason for it to be reviewed earlier (for example an incident involving members of the school community or new legislation). The review will consider how effective it is in tackling discrimination, promoting access and participation, equality, and good relationships between different groups, and that it does not disadvantage sections of the community. Evidence that it is being put into practice in school by staff and pupils, and whether there is any need for extra training or development sessions across the whole school to ensure it is promoted and implemented as much as possible will also be considered.