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Brompton Hall School

Equality and Diversity Policy



1	Summary	(insert name of policy)		
2	Responsible person	Sarah Nicholson		
3	Accountable SLT member	Headteacher		
4	Applies to	<input type="checkbox"/> All staff <input type="checkbox"/> Support staff <input type="checkbox"/> Teaching staff		
5	Who has overseen development of this policy	Sarah Nicholson Executive Headteacher		
6	Who has been consulted and recommended policy for approval	Equality and Diversity group		
7	Approved by and date			
8	Version number			
9	Available on	Every	<input type="checkbox"/> Y <input type="checkbox"/> N	Trust website <input type="checkbox"/> Y <input type="checkbox"/> N Academy website <input type="checkbox"/> Y <input type="checkbox"/> N SharePoint <input type="checkbox"/> Y <input type="checkbox"/> N
10	Related documents (if applicable)			
11	Disseminated to	<input type="checkbox"/> Trustees/governors <input type="checkbox"/> All staff <input type="checkbox"/> Support staff <input type="checkbox"/> Teaching staff		
12	Date of implementation (when shared)			
13	Consulted with recognised trade unions	<input type="checkbox"/> Y <input checked="" type="checkbox"/> N		



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Brompton Hall

Equality and Diversity Policy

Our Vision

At Brompton Hall we are committed to providing equality of opportunity for all pupils and staff in an environment that is free from discrimination, prejudice and harassment. We encourage respect and consideration for others and recognise and value the school as a safe place for educational and social activities.

Staff recognise that inequalities exist across all levels of society and we believe that, as educators, we play a crucial role in eliminating racism, sexism, homophobia and all forms of discrimination.

We promote equality by tackling all forms of bullying, racial abuse, sexism and homophobia immediately and by educating pupils in our care with compassion and without prejudice.

This vision is guided by the core values of:

- Upholding the basic right of every individual to be treated and valued equally
- Valuing the unique diversity of every individual which may include, race, gender, class, age, disability, and sexuality
- Eradicating false beliefs and discriminatory practices which create negative feelings, cause frustration and limit individual potential
- Promoting good relations in our engagement with partners and local community.

We count on the support of pupils, parents, staff, governors and the wider community to ensure that all people are valued and treated fairly in our diverse multi-cultural society.

Aims

Our aims in providing equal opportunity and respect for diversity are that all members the school community will:

- Feel valued
- Experience success and progress
- Receive equal opportunities and equal access to all curriculum areas.
- Develop the skills and attitudes to take up new opportunities.
- Discuss and debate equality issues and make fair judgements.
- Learn about and value the talents and skills of people throughout the world.
- Challenge racism in all forms
- Learn to recognise and challenge stereotypes and discriminatory attitudes.
- Show respect and consideration for all members of the school and wider society.

Equal Opportunities Statement

We believe that in this school attitudes and behaviour must be based on the fact that every member of the school community is of equal importance. Therefore, it is the right of every person to have access to equal opportunities so that they may reach



their full potential regardless of gender, sexuality, ethnic origin, age, class, religion, culture, language, physical appearance, ability, background or medical needs. We recognise that the children in our care live in a multi-cultural society and should be prepared to take their places as happy, confident and responsible people in this society.

Race Equality Statement

The Governors and staff at Brompton Hall wish to state that we are committed to working with all our communities to ensure that everyone has an equal opportunity to succeed, and that no member of this school will suffer or be disadvantaged by direct or indirect racial discrimination. At all times we will be vigilant for aspects of our work and play, which may hurt or disadvantage others. No act of deliberate bullying or harassment will be tolerated. Any form of racism is unacceptable and will be challenged.

Brompton Hall will work within the provisions of the Law and do everything to meet 6 the Standards for Racial Equality as laid out by the Commission for Racial Equality in "Learning for All".

- Race and Faith
- Gender Equality
- Sexual Orientation
- Bullying and Harassment
- Disability
- Age

Procedures In enforcing and embedding equal opportunities and respect for diversity, we will:

- Monitor and record all racist incidents.
- Deal with any reported 'racist incident' in accordance with the procedures outlined in our school Behaviour Policy
- Deal with any breaches of 'equal opportunity' in accordance with the procedures outlined in our school Behaviour Policy and Staff Conduct policy.
- Ensure that staff are trained in being aware of, understanding and valuing the importance of equality and diversity.
- Provide a procedure where staff, children or parents can formally raise serious concerns about a breach of this policy
- Ensure that recruitment of staff is based on the sole basis of work criteria and the applicants abilities and individual merit .

A duty to promote community cohesion

We will use the principles outlined in this policy to work towards a cohesive community in which:

- All members enjoy a sense of belonging
- The different backgrounds of people are valued and appreciated
- All enjoy equal access to the opportunities life presents



- We work towards developing relationships between people from diverse backgrounds in school and the local community.

To support the school in promoting community cohesion and in achieving the aims identified in this policy, the school has a pupil Equality and Diversity Group who work together to identify key actions to support Equality and Diversity issues within the school and to promote Equality and Diversity.

Whistleblowing Should any member of the school community feel that his or her rights to an equal opportunity have been disregarded then the following procedures as outlined in our Whistleblowing Policy will apply.

If a member of staff becomes aware that a pupil's rights regarding equality of opportunity are not being supported or managed, then he/she should report this to the Headteacher, who will investigate this and take measures to redress the situation.

Links with Other Policies and Documents

- Behaviour Policy
- Anti-bullying Policy
- Staff Code of Conduct
- Whistleblowing Policy
- Equality and Diversity Objectives
- Citizenship
- Collective Workship

Appendix 1: Equality and Diversity Objectives

To reduce homophobic and racist language, used by pupils, as part of everyday communication

To reduce incidents of targeted behaviour between pupils with different backgrounds, genders, sexual orientation, ethnic groups and abilities.

To positively engage all secondary pupils in regular discussions relating to the rights of individuals regarding sexual orientation, and other protected characteristics.

To effectively use the Equality and Diversity Group to support whole school awareness and understanding of Equality and Diversity issues.