



# Equality & Diversity Policy

Reviewed by the Finance & Resources  
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Next Review – March 2022

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## Context

This policy has been written with reference to the Equality Act 2010.

## Aims and Values

West Hill School is committed to creating a supportive, secure and creative environment for everybody who learns with us, works with us and visits us. By promoting equality and challenging all forms of discrimination through a broad, balanced and appropriate curriculum we provide a foundation for all our pupils to maximise their potential regardless of ability, race, religion or belief, gender or sexual orientation. This ethos is carried through into the leadership and management practices of the school to promote positive relationships with parents and members of the wider community.

To further support this we actively review our practices and seek to remove any barriers to access, participation, progression, attainment and achievement in order to continually self improve and to identify groups which may need additional support by:

- Providing a secure environment where pupils and staff feel safe, happy and secure
- Providing an environment where individuals feel a sense of belonging
- Providing positive non-stereotyping information about different groups of people regardless of gender, race, sexual orientation, religion or belief, gender reassignment and pregnancy/maternity
- Planning systematically to improve all our understanding and promotion of diversity through staff awareness and curriculum content (IDP/SMSC/Community Cohesion)
- Providing an environment that seeks to challenge discrimination and disadvantage
- Striving for inclusion in all we do

To ensure success in these objectives we will:

- Involve stakeholders in the development, review, evaluation and impact of relevant development plan, policies and procedures,
- Publish and share our policies with the wider community
- Collect and analyse data to determine progression and that no group is at a disadvantage
- Ensure the curriculum is suitable and enables appropriate learning challenges for all
- Ensuring that the whole curriculum is explicit in its provision to promote and celebrate diversity
- Responding to pupils' diverse needs and removing any barriers to learning
- Ensure that all reasonable adjustments are made to ensure equality of opportunity and accessibility.

## Leadership, Management and Governance

The responsibilities for the Governing Body, Leadership Team and whole staff are set out here:

### The Governing Body:

It is the responsibility of the Governing Body to:

- Ensure the school complies with equality legislation

- Ensure the schools policy and procedures are carried out and monitored with evaluation results informing future plans
- Ensure that the Local Authority admissions policy is followed
- Ensure equal opportunities in staff recruitment and professional development
- Ensure equal opportunities in Governing Body membership
- Provide information in a range of formats
- Deal with breaches of the policy

#### The Headteacher :

It is the headteacher' s responsibility to:

- Implement the policy
- Ensure all staff receive appropriate and relevant professional development
- Challenge and take appropriate action in cases of discrimination
- Ensure all visitors and contractors are aware of and comply with the schools Equality and Diversity Policy

#### All Staff:

It is the responsibility of all staff to:

- Embrace the culture of non tolerance of discrimination
- Deal with incidences of any behaviour that denotes bullying
- Challenge bias and stereotyping within the curriculum and the whole school culture
- Promote an inclusive curriculum and whole school ethos which reflect our diverse society
- Keep up to date with equality legislation, development and issues by attending relevant training

### **Policy Planning and Review**

We will periodically review this policy in line with changes in legislation and implement any areas of good practice which have brought about improvements to increased positive accessibility.

During any review process we will ensure that we have:

- Consulted with appropriate stakeholders
- Consulted changes to legislation
- Reviewed performance against current policy and identified improvements to be made
- Built in a method of impact and evaluation to ensure the policy remains fit for purpose, encompassing all user groups
- Monitored and continue to monitor pupils progress and use data collected intelligently to determine any barriers to learning and employ strategies to remove them
- Use data to inform further planning and target setting
- Ensure recruitment is fair and transparent
- Ensure the culture of non tolerance of all types of discrimination is adopted by all.