

St Mary's School and College
Equality and Diversity Policy

<p>Rationale</p>	<p>This Equality and Diversity Policy brings together and updates all previous policies, schemes and action plans around equality including those that we had previously for Race, Gender and Disability. It includes all the protected characteristics covered under the Equality Act 2010 as well as other aspects which have the potential to discriminate against or to devalue any individuals within our community. We are further committed to supporting the development of cohesive communities both within our schools' physical boundaries and within our local, national and global environments. Our school embraces the aim of working together with others to improve children's educational and wellbeing outcomes, and note the rights set out in the UN Convention on the Rights of the Child.</p> <p>Our Equality Policy is inclusive of our whole school communities – pupils, students, staff, parents/carers, visitors and partner agencies – with whom we have engaged and who have been actively involved in and contributed to its development.</p> <p>The purpose of this Policy is to set out how our practice and policies have due regard to the need to:</p> <ul style="list-style-type: none"> • eliminate discrimination, harassment and victimisation; • advance equality of opportunity and • foster good relations between groups. <p>It explains how we aim to listen to and involve pupils, students, staff, parents and the community in achieving better outcomes for our children and young people.</p>
<p>Introduction</p>	<p>The national demographic presents an ever-changing picture in terms of age, ethnicity, disability and social deprivation. Within St Mary's there are:</p> <ul style="list-style-type: none"> • CYP with a range of ages from 7 to 19 all with Special Educational Needs and disabilities • A relatively small number of CYP from ethnic groups • A relatively small number of CYP for whom English is not their first language • A relatively small number of Looked After Children • A relatively small number of CYP who are eligible for Pupil Premium Funding
<p>The Aim of this policy</p>	<ul style="list-style-type: none"> • To eliminate discrimination, harassment and victimisation • To promote equality of access and opportunity within our school and within our wider community

	<ul style="list-style-type: none"> • To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins <p>To ensure that equality and inclusive practice are embedded across all aspects of school life, the Equality and Diversity Policy refers to the UN Convention on the Rights of the Child, which includes recognition of a range of educational, wellbeing, and material outcomes. Issues relating to adults within the school community can be embraced under these themes and reflected in action plans.</p> <p>Our vision statement about Equality and Diversity: St Mary’s seeks to foster a safe, warm, welcoming and respectful environment, which allow us to question and challenge discrimination and in equality, resolve conflicts effectively and work and learn free from harassment and violence.</p> <p>We recognise that there are similarities and differences between individuals and groups but we will strive to ensure that our differences do not become barriers to participation, access and learning. consider rewording sentence We create inclusive processes and practices, where the varying needs of individuals and groups are identified and met. We therefore cannot achieve equality for all by simply treating everyone the same.</p> <p>We will build on our similarities and seek enrichment from our differences and so promote understanding and learning between and towards others to create cohesive communities.</p>
The School approach	<p>We seek to embed equality of access, opportunity and outcome for all members of our school community, within all aspects of school life.</p> <p>We actively seek out opportunities to embrace the following key concepts:</p> <ul style="list-style-type: none"> • Shared Humanity. Identifying commonality and shared values, aspirations and needs underpins our approach to equality and diversity. We value our fundamental similarities and differences • Valuing difference and diversity. We appreciate the richness within our differences and look for ways of celebrating and understanding them better • Interdependence, interaction and influence. We recognise that, as they evolve, distinct cultures, beliefs and lifestyles will impact on and inform each other • Social cohesion within our school and within our local community

	<ul style="list-style-type: none"> • Excellence. We aim to inspire and recognise high personal and collective achievement throughout our community, the UK and the wider world. Excellence is to be found everywhere • Personal and cultural identity. We will provide opportunities to explore and value the complexity of our personal and cultural identities • Fairness and social justice. We will develop our understanding of the inequality that exists in society and explore ways of individually and collectively promoting a more equitable society
Our Duties	<p>We recognise and accept our equality and diversity duties as set out in the Equality Act 2010 and have sought to involve the whole school community in the process in order to ensure better outcomes for all. They are also guided by the United Nations Convention on the Rights of the Child.</p> <p>We will ensure we identify opportunities for promoting our vision, the key concepts and our duties on equality legislation across all aspects of school life, including in the provision of extended services.</p> <p>These opportunities are likely to include all or some of the following, for CYP:</p> <ul style="list-style-type: none"> • the engagement, participation and involvement of a broad and diverse range of children, young people, their parents and partner agencies • preparation for entry to the school • school policies • breaks and lunchtimes • the provision of school meals • supporting pupil interaction with peers • opportunities for assessment and accreditation • exam arrangements, teacher assessment and statutory assessments • behaviour management approach and sanctions and exclusion procedures • school clubs, activities and school trips • the school's arrangements for working with other agencies • preparation of CYP for the next phase of education • learning and teaching and the planned curriculum • classroom organisation • timetabling • grouping of CYP • homework • access to school facilities • activities to enrich the curriculum, for example, a visitor to the school or educational trips and visits • school sports

	<ul style="list-style-type: none"> • visitors and stakeholders / parents similarly • employees' and staff welfare
Roles and Responsibilities	<p>The roles and responsibilities within our school community:</p> <p>The Acting Principal will:</p> <ul style="list-style-type: none"> • ensure that staff, parents/carers, pupils/students and where appropriate visitors and contractors are informed about the Equality Policy • oversee the effective implementation of the policy • ensure staff have access to training or information which helps to implement the policy • develop partnerships with external agencies regarding the policy so that the school's actions are in line with the best advice available • monitor the policy and review it according to our cycle (4 years), reporting to the Governing Body regularly on the effectiveness of the policy and publishing this information • ensure that the Senior Leadership team is kept up to date with any development affecting the policy or actions arising from it <p>Our Governing Body will:</p> <ul style="list-style-type: none"> • receive information via the SEB or IEB relating to this policy and regular (at least annually) information via the Health and Safety report regarding any known noncompliance or arising issue with this policy • support the Acting Principal in implementing any actions necessary ensure the school gives regard to this policy when engaging with parents and partner agencies about the policy • ensure that the policy is evaluated and reviewed in line with its cycle • have responsibility for supporting other staff in implementing this Policy • provide a lead in the dissemination of information relating to the Policy • with the acting Principal, provide advice/support in dealing with any incidents/issues • assist in implementing reviews of this policy <p>Our pupils/students will:</p> <ul style="list-style-type: none"> • be taught about equalities wherever appropriate in the curriculum • be expected to act in accordance with the Policy • be encouraged to actively support the Policy <p>Our parents/carers will:</p> <ul style="list-style-type: none"> • have access to the Policy via the website • be expected to actively support the Policy, particularly when visiting the school • be expected to attend any relevant meetings and activities related to the Policy

	<ul style="list-style-type: none"> • be informed of any incident related to this Policy which could directly affect their child <p>Our staff will:</p> <ul style="list-style-type: none"> • be involved in the development of the Policy • be fully aware of the Equality and Diversity Policy and how it relates to them • understand that this is a whole school issue and support the Equality and Diversity Policy • make known any queries or training requirements
Monitoring and Evaluation	Acting Principal
Relevant statutory guidance, circulars, legislation and other sources of information	<p>Useful links:</p> <p>Ofsted: http://www.ofsted.gov.uk DfE: http://www.education.gov.uk</p>

Copies of this policy may be obtained from	<ul style="list-style-type: none"> • <i>The St Mary's website www.stmarysbexhill.org</i> • <i>It is available as a hard copy on request from Reception/staffroom</i> • <i>School networks</i>
Review	<p>This Review: March 2020 Next Review: March 2024</p>