

# HILLSIDE SPECIAL SCHOOL EQUALITY AND DIVERSITY POLICY

## Statement/Principles

This policy outlines the commitment of the staff and Governors to promote Equality and Diversity.

This involves tackling the barriers which could lead to unequal outcomes so that there is equality of access and the diversity within the school is celebrated and valued.

We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth. At Hillside Special School, equality is a key principle for treating all people the same irrespective of their gender, ethnicity, disability, religious beliefs/faith tradition, sexual orientation, age or any other of the protected characteristics (Equality Act 2010).

This policy has been drawn up as a result of discussion within a working party made up of representatives of teaching and support staff, pupils, parents, and governors and has been shared with the whole school community.

## Monitoring and Review

The person on the staff responsible for co-ordinating the monitoring and evaluation is the Headteacher. The Headteacher will be responsible for:

- Providing updates on Equality legislation and the school's responsibilities in this regard;
- Working closely with the governor responsible for this area.
- Supporting positively the evaluation activities that monitor the impact and success of the policy on pupils from different groups e.g. Special Educational Needs (SEN), Children in Care, Minority Ethnic including Traveller and English as an Additional Language (EAL) pupils and Free School Meals, in the following recommended areas:
  - Outcomes for Pupils
  - Teaching, Learning and Assessment
  - Personal Development Behaviour and Welfare, including exclusions and attendance
  - Admissions
  - Incidents of prejudice related bullying and all forms of bullying
  - Parental involvement
  - Participation in extra-curricular and extended school activities
  - Staff recruitment and retention
  - Visits and visitors

## Policy Commitments

### Promoting Equality: Curriculum

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To achieve this we will ensure:

- Curriculum planning reflects a commitment to equality;
- The curriculum prepares pupils for life in a diverse society and uses opportunities to reflect the background and experience of pupils and families in the school;
- There will be opportunities in the curriculum to explore concepts and issues related to identity and equality;
- The promotion of attitudes and values that celebrate and respect diversity and challenge discriminatory behaviour and language wherever it occurs;
- The use of images and materials which positively reflect a range of cultures, identities and lifestyles.

### **Promoting Equality: Outcomes for Pupils**

There is a consistently high expectation of all pupils regardless of age, gender, ethnicity, ability, social background and sexual orientation. To secure the best possible outcomes we recognise that:

- Adults in the school will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity;
- It is important to identify the particular needs of individuals and groups within the school and to use targeted interventions to narrow gaps in achievement;
- A range of teaching methods is used throughout the school to ensure that effective learning takes place at all stages for all pupils;
- All pupils actively encouraged to engage fully in their own learning.

### **Promoting Equality: Ethos and Atmosphere**

- At Hillside Special School, we are aware that those involved in the leadership of the school community are instrumental in demonstrating mutual respect between all members of the school community;
- We strive to achieve a feeling of openness and tolerance which welcomes everyone to the school;
- The children are encouraged to greet visitors to the school with friendliness and respect;
- The displays around the school reflect diversity across all aspects of equality and are frequently monitored;
- Reasonable adjustments will be made to ensure access for pupils, staff and visitors (including parents) with disabilities (this not only includes physical access, but takes account of wider access to school information and activities);
- Provision is made to cater for the cultural, moral and spiritual needs of all children through planning of assemblies, classroom based and off site activities;
- Pupils' views are actively encouraged. Pupils are given an effective voice, for example, through advocacy, the Hillside Committee, pupil perception surveys and there are regular opportunities to engage with pupils about their learning and the life of the school;
- Positive role models are used throughout the school to ensure that different groups of pupils feel welcomed and included.

### **Promoting Equality: Staff Recruitment and Professional Development**

- All posts are advertised formally and open to the widest pool of applicants;
- All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and ensure equality of opportunity;

- Steps are taken to encourage people from under represented groups to apply for positions at all levels of the school;
- Access to opportunities for professional development is monitored on equality grounds;
- Equality and Diversity policy and practice is covered in all staff inductions;
- All supply staff and contractors are made aware of Equality and Diversity policy and practice;
- Employment policy and procedures are reviewed regularly to check conformity with legislation and the impact of policies are kept under regular review.

### **Promoting Equality: Countering and Challenging Harassment and Bullying**

- The school counters and challenges all types of discriminatory behaviour and this is made clear to staff, pupils, parents and governors;
- The school has a clear, agreed procedure for dealing with prejudice related bullying incidents and has a nominated member of staff responsible for recording and monitoring incidents;
- The school reports to Governors, parents and Local Authority (LA) on an annual basis the number of prejudice related incidents recorded in the school;

### **Promoting Equality: Partnerships with Parents/Carers and the Wider Community**

Hillside Special School aims to work in partnership with parents/carers. We:

- Take action to ensure all parents/carers are encouraged to participate in the full life of the school;
- Maintain good channels of communication, e.g. through parent forums, to ensure parents' views are captured to inform practice;
- Encourage members of the local community to join in school activities and celebrations;
- Ensure that the parents/carers of newly arrived pupils e.g. EAL, Gypsy, Roma and Traveller or pupils with disabilities are made to feel welcome.

### **Responsibility for the Policy**

In our school, all members of the school community have a responsibility for the promotion of Equality and Diversity.

**The Governing Body** has responsibility for ensuring that:

- The school complies with all equality legislation relevant to the school community;
- The school's Equality and Diversity policy is maintained and updated regularly; and that equality schemes are easily identifiable (these may be included within the School Development Plan or may be stand alone documents);
- The actions, procedures and strategies related to the policy are implemented;
- The Strategic Lead Governors for Leadership and Management will have an overview, on behalf of the governing body, on all prejudice related incidents or incidents which are a breach of this policy and ensure that appropriate action is taken in relation to these incidents.

**The Headteacher and Senior Leadership Team** has responsibility for:

- In partnership with the Governing body, providing leadership and vision in respect of equality;
- Overseeing the implementation of the equality policy and schemes;
- Co-ordinating the activities related to equality and evaluating impact;
- Ensuring that all who enter the school are aware of, and comply with, the Equality and Diversity policy;
- Ensuring that staff are aware of their responsibilities and are given relevant training and support;
- Taking appropriate action in response to any prejudice-related incidents.

**All school staff** have responsibility for:

- The implementation of the school's Equality and Diversity policy and schemes;
- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping;
- Ensuring they do not discriminate on grounds of ethnicity and culture, disability, sexual orientation or other groups vulnerable to discrimination;
- Keeping up to date with Equality legislation.

### **Measuring the Impact of the Policy**

The Equality and Diversity policy and all other relevant policies will be evaluated and monitored for their equality impact on pupils, staff, parents and carers from the different groups that make up our school.

## Equality and Diversity Objectives September 2017 – 2020

Objective	Actions	Who will be involved?	Timescale	How will we measure our success?
<p><b>To bring positive male role models into school to help address the gender imbalance</b></p>	<p><b>To access the Discovery Sports programme where pupils meet male sports leaders</b>  <b>To liaise with County Music Service re access to a male Music teacher and musicians.</b>  <b>To explore opportunities for work related learning with male instructors.</b></p>		<p><b>Each September</b></p> <p><b>Each September</b></p> <p><b>Each September and on-going through the year</b></p>	<p><b>Increased contact with positive male role models</b></p> <p><b>Feedback from pupils, parents, carers and staff.</b></p>
<p><b>To continue to develop, where possible, community links with people from different cultural and religious backgrounds to increase awareness and understanding of diversity.</b></p>	<p><b>To explore opportunities for multicultural links at home and abroad</b>  <b>To arrange visits to different places of worship</b>  <b>To arrange for people from different religions and cultures to visit school</b></p>		<p><b>From September 2017 and on-going</b></p> <p><b>Through the school year</b></p> <p><b>Through the school year</b></p>	<p><b>Increased opportunities to develop an awareness and understanding of people from other cultures and religious backgrounds</b></p>
<p><b>To enhance methods of communication with pupils, parents and carers and the local community to facilitate mutual understanding and co-operation</b></p>	<p><b>Continue to provide information for parents on the school website</b>  <b>To use signing and symbols to improve communication in school.</b>  <b>To explore the use of an app to share pupil achievement with parents and carers</b></p>		<p><b>On-going through each school year</b></p> <p><b>On-going</b></p> <p><b>From April 2018</b></p>	<p><b>Feedback from parents</b></p> <p><b>Signing and symbols available for all to access</b></p> <p><b>App trialled with parents</b></p>