

## **Equality, Diversity and Inclusion Policy (Pupil)**

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**Ellesmere College**

## Equality, Diversity and Inclusion Policy

### 1. Introduction

Ellesmere College is committed to being inclusive as we see diverse population of both pupils and staff as one of the College's strengths. In order to ensure everyone can thrive and meet their full potential, it is essential that inclusion and equality of opportunity be at the core of our daily lives.

### 2. Purpose of the Policy

The College supports the principle of equal opportunities and opposes discrimination on the basis of age, sex, marriage and civil partnerships, gender reassignment, race, disability, sexual orientation (defined as **Protected Characteristics**). The College will take every possible step to ensure that pupils are treated equally and fairly.

### **3. Discrimination can take the following forms, including:**

- (a) Direct Discrimination - This occurs where a person is treated less favourably than others because of their (or a family member's) actual or perceived protected characteristic.
- (b) Indirect Discrimination - This occurs by applying a provision, criterion or practice, which disadvantages people on the grounds of a protected characteristic and which cannot be justified as a proportionate means of achieving a legitimate aim.
- (c) Victimisation - This occurs where an individual has exercised their rights under equality legislation (or has indicated that they intend to do so) and is treated less favourably as a direct result. It applies equally to a person who is supporting (or indicates that they intend to support) another person who is exercising their rights under the legislation.
- (d) Harassment – This is defined as unwanted conduct related to a relevant protected characteristic which has the purpose OR effect of violating an individual's dignity or creating a hostile, humiliating or offensive environment for that individual.
- (e) Disability Discrimination - This includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

### **4. The aims of this policy and the School's ethos as a whole are to:**

- (a) Eliminate unlawful discrimination on the grounds of any of the protected characteristics.
- (b) Eliminate all bullying and unlawful discrimination on the basis that an individual has a learning difficulty or special educational need, or because English is an additional language.
- (c) Promote equality of opportunity for all members of the College community.
- (d) Comply with the School's equality obligations contained in the Equality Act 2010.
- (e) Provide a secure environment in which all our children can thrive and achieve all of the outcomes of Every Child Matters and Keeping children Safe in Education.

- (f) Provide a learning environment where all individuals through the Equal Opportunities Policy and other College policies such as the Behaviour Policy and Anti-Bullying Policy, feel valued and feel they have a sense of belonging.
- (g) Prepare pupils for life in a diverse and inclusive society in which everyone can take their place in the local, regional, national and international community.
- (h) Include and value the contribution of all families to our understanding of equality and diversity.
- (i) Provide and promote positive information about the diversity of UK society.
- (j) Actively challenge discrimination and ensure that all members of the College community learn from these experiences.

Any behaviour motivated by discrimination for whatever reason will be dealt with under the College's disciplinary procedures.

#### **5. To achieve these aims we will:**

- 5.1 to promote justice, equality of opportunity and fair treatment for all and thereby allow all members of the College to achieve the level of success and self-respect which they deserve.
- 5.2 to establish an environment where school becomes effective in reducing prejudice and raising self-esteem.
- 5.3 to provide a safe and welcoming place for all of its members without fear of discrimination based on any of the protected characteristics.
- 5.4 to provide an environment where sexist or racist or other discriminatory assumptions, attitudes and behaviour are continually challenged.
- 5.5 to provide a curriculum which gives children the confidence that discrimination can and must be eradicated.
- 5.6 to contribute towards imparting a sense of citizenship in the pupils.
- 5.7 to avoid reinforcing stereotypical views of society by careful use of language and choice of resources.

#### **6. Curriculum**

The College will seek to educate pupils in a multicultural, anti-racist environment using the curriculum, assemblies, Wellbeing (RSE) programme and external speakers to promote understanding and appreciation of other faiths, races and cultures.

- Those pupils who come from different cultures are accepted in the school community and, while we accept their traditions and cultures, we expect them to try to embrace our culture as well.

- We respect the cultural festivals and events of others. If possible, we encourage the whole community to share in these particularly through events, for example, a Chinese New Year celebration meal.

The College recognises that discrimination may be, for example, direct, indirect or arising from disability whether or not it was intentional. Harassment and bullying in all its forms is unacceptable and will be dealt with in accordance with the School's Behaviour and Anti-Bullying Policies.

The College recognises some subjects are still perceived by a significant number of pupils and their families to be 'male' or 'female' domains.

Our schemes of work and their implementation must:

- 6.1 challenge the existing notion that some subjects are purely masculine or feminine activities by celebrating the achievements and careers of famous men and women.
- 6.2 discourage boys from dominating lessons and encourage girls to view their contributions as having equal value, through effective classroom management.
- 6.3 value equally the experiences of both girls and boys.
- 6.4 be set in a familiar context to which all pupils can relate.

## **7. Educational experience**

Ellesmere College will:

- (a) Treat all members of the College community with respect and dignity and seek to provide a positive working and learning environment free from discrimination.
- (b) Endeavour to meet the needs of all children and ensure that there is no unlawful discrimination on the grounds of any of the protected characteristics listed above.
- (c) Ensure those pupils with a statement of special educational needs (or Education Health and Care Plan) receive necessary educational and welfare support.
- (d) For those with a low level of attainment, extra help in English and Mathematics in particular is available from the Support for Learning Department. Parents will have agreed with this in advance as there is a charge.
- (e) For those pupils with a very high level of attainment, extra work is set by individual subjects to stretch these individuals.
- (f) Ensure that pupils with English as additional language receive additional support, such as extra English tuition, where required.
- (g) Challenge inappropriate discriminatory behaviour by pupils, staff and parents.
- (h) Offer all pupils access to all areas of the curriculum, including being able to participate in a full range of extra-curricular activities.
- (i) Ensure that all staff are aware of their responsibilities promote equality of opportunity and are given appropriate training and support.

- (j) Work with parents and external agencies where appropriate to combat and prevent discrimination in the College.

## **8 Religious Belief**

Although the College has a Christian ethos and tradition, the College is inclusive and welcomes and respects the rights and freedoms of individuals from other religions and faiths (or no religion or faith). As a Woodard School attendance at Chapel is compulsory. Those who have strong views will be provided with a place to celebrate their faith, in addition to the school service.

## **9 Reasonable Adjustments**

9.1 The College has an ongoing duty to make reasonable adjustments for pupils with a disability to ensure they do not suffer a substantial disadvantage in comparison to non-disabled pupils. The College will inform and consult with parents about what reasonable adjustments, if any, the College is able to make for their disabled child. The College has a duty to make reasonable adjustments (case by case considerations) for staff or pupils who request to be known as gender neutral, gender fluid, trans gender.

9.2 The College will monitor the physical features of its premises to consider whether it can make any changes to help remove disadvantages which these may create for disabled users. Where possible and proportionate, the College will take steps to improve access for disabled users of the premises.

## **10. Responsibilities**

It is the responsibility of all staff to:

- (a) Positively role model inclusive behaviour.
- (b) Actively challenge any forms of discrimination, victimization, harassment or bullying.
- (c) Promote an inclusive curriculum, identify and challenge bias and stereotyping within the curriculum and in the College culture.
- (d) Commit to broadening their knowledge, confidence and inclusive behaviour by attending relevant training and accessing information from appropriate sources.

## **11 Concerns and Complaints**

11.1 The College will seek to provide a supportive environment for those who make claims of discrimination and/or harassment. Any pupil who believes that they have been discriminated against or have been subject to discriminatory conduct should talk to the Deputy Head (Pastoral) or may use the complaints procedure to seek remedy to such matters.

11.2 Any pupil who harasses another pupil on the grounds of any protected characteristic will be subject to the College's disciplinary measures in accordance with the College Behaviour Policy

11.3 If parents feel this policy has been breached, they should raise their concern or complaint through the College Complaints Policy which is available on the College website or can be available upon request.

### **Related Policies**

Admissions Policy

Child Protection and Safeguarding Policy

Behaviour Policy

Anti-bullying Policy

Staff Code of Conduct

Accessibility Policy

Prevent Duty Policy (included in Child Protection Policy)

Complaints Policy

Equality, Diversity and Inclusion Policy (Staff)

**11. Review:** A review of this policy will be conducted yearly.

<b>Authorised by</b>	The Head
<b>Date</b>	February 2025

<b>Reviewed by</b>	Headmaster/DSL/Deputy Pastoral
<b>Date</b>	February 2025

<b>Effective date of policy</b>	February 2025
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