Equality, Diversity, and Inclusivity Policy

2025/26

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Equality, Diversity, and Inclusivity Policy

At Southam College we champion and firmly believe in a holistic education and an inclusive curriculum which enables all our students to receive an outstanding learning experience. This belief is in line with the whole school ethos of 'be the best you can be' and supports our three core values of 'Confidence, Kindness, Resilience,' which underpin the importance of equality for all.

We aim to provide an education that provides children with opportunities to explore and develop their own views, values, and wider Global Virtues, whilst recognising that those of others may differ. Beliefs, spiritual awareness, high standards of personal behaviour including a positive, caring attitude towards other people, an acceptance and understanding of their social and cultural traditions and an appreciation of the diversity and richness of other cultures are all critical skills and dispositions that we nurture, encourage, and develop through our inclusive curriculum, extra-curricular activities, and memorable experiences.

All curriculum areas contribute to a student's equality and diversity education and opportunities for this are all planned within each area of our curriculum. Beliefs and values will be explored across the curriculum. The integrity and spirituality of faith backgrounds will be respected and explored. The diversity of spiritual traditions will be recognised, and students will be given access to a wide range of cultural, religious, and diverse beliefs and practices during their time at Southam College.

Legislation

The Equality Act 2010 provides a legal framework with three broad duties:

- Eliminate discrimination
- Advance equality of opportunity; and
- Foster good relations

We fully understand the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- Age
- Disability
- Race, Colour, nationality, ethnic or national origin
- Sex (Including transgender)
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership

To meet our general duties, listed above, the law requires us to fulfil specific duties to demonstrate how we meet the general duties.

These are to:

- Publish equality information – to demonstrate compliance with the general duty across its functions – We will not publish any information that can specifically identify any child.
- Prepare and publish equality objectives – to do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our

equality objectives. The data will be assessed across our core provisions. This may include but is not limited to the following areas:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above; however, where we find evidence that other functions have a significant impact on any group, we will include work in this area.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child., the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

The Policy

The College's Equality, Diversity and Inclusion Policy draws together all previous equality legislation and details how we are fulfilling the requirements of the Act. It is developed in conjunction with the Stowe Valley Multi-Academy Trust's Equality Statement.

Our Ethos

This is a place where:

- Our curriculum is inclusive of all students, their differing backgrounds and lived experiences
- Talent is nurtured
- Students are encouraged to strive for excellence and 'be the best they can be' at all times
- Our curriculum challenges and creates excellent life opportunities
- Students gain the skills they need to thrive and grow into responsible citizens
- We educate our students about equality and diversity and where we pledge to meet the needs of all our individuals
- Everyone is encouraged to be part of and contribute to the school community
- We encourage all to make safe and healthy life choices

Equality Objectives

In achieving compliancy with the Act, objectives are set every three years and progress towards them reviewed annually. Based on thorough self-evaluation, detailed below are Southam College's current Equality objectives.

Objective 1: *Increase student involvement in the planning and delivery of awareness weeks* by involving student leaders and representatives every term in at least one awareness week or cultural celebration (e.g. Head students, Inclusivity Group, Amnesty/Human Rights Group and Wellbeing Society, LGBQT+ group and Global Virtues Ambassadors)

Objective 2*: Continue to diversify the curriculum through representation, usualising diversity and considering diverse role models, voices, stories and perspectives* evidenced via annual whole-school curriculum audits, and promoted at least two 'Sharing Good Practice' (SGP) slots each year including training day

Objective 3: *Support staff and students to engage in respectful conversations about controversial, sensitive issues around equality, identity, discrimination, human rights and social justice* through staff training and development within Character and Culture (KS3-4), Character Education (KS5), our Personal Development curriculum and assembly programme – evidenced via positive feedback in staff and student focus groups.

Southam College will make reasonable adjustments to meet the needs of disabled students overseen by our SEND department.

Southam College accept and welcome their responsibility to have due regard in decision-making and actions to the possible implications for students with protected characteristics. They will consider equality implications before and at the time that they develop policy and take decisions.

Responsibility

We believe that promoting equality is the whole school's responsibility.

Southam College strives to:

- eliminate discrimination and other conduct that is prohibited by the Equality Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and people who do not share it

Southam College strives to achieve this by measures that include:

a.) For students – implementation of policies on equal opportunities (including race, gender equality, SEND, behaviour and anti-bullying)
b.) For staff – implementation of policies on equal opportunities, recruitment, and selection, pay and anti-harassment policy
c.) Citizenship, RSE and Philosophy and Ethics, including other elements within the curriculum that promote friendship and understanding of other cultures, faiths, and religions
d.) Employing specialist staff to support students with SEND and disabilities, and implementing our accessibility policy
e.) Monitoring of welfare and safeguarding of students, with intervention and support where required
f.) Taking steps to meet the needs of students and staff that have particular characteristics

School community	Responsibility
Governing Body of Southam College	to review the school's policy on an annual basis and monitor the school's progress towards its objectives via Pastoral and Welfare Committee and Headteachers Report to promote equality and diversity and our core values at every opportunity
Headteacher	to ensure that progress towards the equality objectives is regularly reviewed – at least annually and report to governors to promote equality and diversity and our core values at every opportunity

Senior Leadership Team	to work towards achieving the equality objective in their delegated area of responsibility to promote equality and diversity and our core values at every opportunity to deal with instances of discrimination in line with the College's policies
Teaching staff	to promote equality and diversity and our core values at every opportunity to report and follow-up any instances of discrimination in line with the College's policies
Support staff	to promote equality and diversity and our core values at every opportunity to report and follow-up any instances of discrimination in line with the College's policies
Parents	to promote equality and diversity and support our core values at every opportunity
Students	to promote equality and diversity and our core values at every opportunity