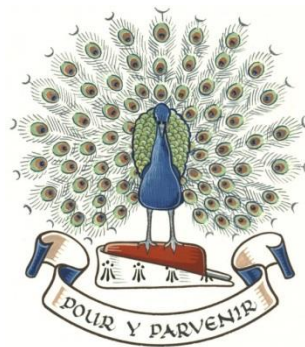


# LADY MANNERS SCHOOL

## EQUALITY AND DIVERSITY POLICY



## AIMS STATEMENT

At Lady Manners School we strive to attain the highest standards in our work, have respect for others and develop our individual talents.

## STATEMENT OF INTENT

Lady Manners School welcomes a diverse population of both students and staff. In order to consolidate and build upon this diversity, equality of opportunity and the absence of unfair discrimination is at the core of all the school's activities. The school will not unfairly discriminate in the recruitment or general treatment of staff or students.

The school is committed to promoting and developing equality of opportunity in all its functions and will seek to do this by:

- communicating its commitment to equality and diversity to all members of the school community;
- maintaining mechanisms for implementation, monitoring, evaluation and review;
- treating acts of discrimination and other contraventions of this policy as a disciplinary offence.

The Governing Body has responsibility for ensuring that the school operates within the legal framework for equality and for implementing the policy throughout the school. In addition, each member of the school community is responsible for preventing unfair discrimination or harassment or victimisation which it is within their control to prevent; and challenging or reporting such inappropriate behaviour if it occurs.

## THE LEGAL FRAMEWORK

This Equality and Diversity Policy has been developed in line with the following legal framework:

- UN Convention on the Rights of the Child
- UN Convention on the Rights of Persons with Disabilities
- Human Rights Act 1998
- Special Educational Needs (Information) Regulations 1999
- Education and Inspections Act 2006
- Equality Act 2010
- Specific Duties Regulations 2011

The school's Equality Objectives are detailed in **Appendix 1** and the Accessibility Plan is detailed in a separate document.

## ROLES AND RESPONSIBILITIES

The Governing Body will:

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- Ensure that the school complies with the appropriate equality legislation and regulations.
  - Meet its obligations under the Public Sector Equality Duty to publish equality objectives.
  - Ensure that the school's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
  - Ensure that the recording and reporting of equality and diversity data is sufficiently scrutinised.
  - Ensure that the school's Admissions Policy does not discriminate in any way.
  - Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the Governing Body.
  - Provide information in appropriate and accessible formats.
  - Ensure that the necessary disciplinary measures are in place to enforce this Policy.

The Headteacher will:

- Implement the Policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their induction and continuous professional development.
- Ensure that all parents, visitors and contractors are aware of and are in compliance with the provisions of this Policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Ensure that all staff are aware of their responsibility to record and report prejudice-related incidents.
- Address any reported incidents of harassment or bullying in line with the school's policy.
- Produce a report to the Governing Body on the progress of implementing the provisions of this Policy every three years.

Employees will:

- Address any minor issues of harassment or bullying in the school and report any major breaches of the Policy to the Headteacher.
- Record and report prejudice-related incidents.
- Identify and challenge bias and stereotyping within the curriculum and the school's culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor students' progress and academic needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending the appropriate training.

Students will:

- Not discriminate or harass any other member of the school community.
  - Actively encourage equality and diversity in the school by contributing their cultural experiences and values.
  - Report any incidences of bullying or harassment, whether to themselves or to others, to a member of staff.
  - Abide by all the school's equality and diversity policies, procedures and codes.
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## **MONITORING AND EVALUATION**

This Policy will be monitored and evaluated on an annual basis by the Headteacher and the Governing Body in the following ways:

- Individual attainment data will be used to measure the effectiveness of this Policy on student achievement.
- Equal opportunities recruitment data.
- Equality impact assessments.
- Consider any external inspection judgements on equality and diversity.
- Incident records related to harassment and bullying.

## **DISSEMINATION**

This policy will be communicated to all members of the school community via the school website.

Annual equality objectives and outcomes will also be made available on the school website.

## **ENFORCEMENT**

Staff members and students who do not comply with the provisions of this Policy may be subject to the school's disciplinary procedures.

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## Appendix 1

### EQUALITY OBJECTIVES

The Equality Act 2010 ("the Act") provides a modern, single legal framework with three broad duties:

- Eliminate discrimination;
- Advance equality of opportunity; and
- Foster good relationships.

The Act ensures that those with protected characteristics are not discriminated against and are given equality of opportunity. Protected characteristics under the act are:

- 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 (for employees)

In order to meet the general duties, listed above, the law requires the school to carry out specific duties to demonstrate how the general duties are met.

The specific duties are to:

- Publish equality information to demonstrate compliance with the general duty. Information that can specifically identify a child will not be published.
- Prepare and publish equality objectives annually. To do this, data related to the protected characteristics above will be collected and analysed to determine the focus of the objectives. The data will be assessed across the core provisions including admissions, attendance, attainment, exclusions, recruitment of staff and prejudice related incidents.

### EQUALITY AIMS

- To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities.
  - To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.
  - To move beyond notions of fixed ability and to model teaching and learning practices that avoid labelling and encourage progress for all.
  - To promote cultural development and understanding through a rich range of experience, both in and beyond the school.
  - To eradicate prejudice related bullying in relation to the protected characteristics.
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- To tackle prejudice and promote understanding in relation to people with disabilities.

The Community Cohesion Policy details the school's approach to the duty under the Education and Inspections Act 2006 to promote community cohesion.

The school will make reasonable adjustments to meet the needs of disabled students and implement an accessibility plan

## **EQUALITY OBJECTIVES**

The Equality Objectives are all available on the school's website and are updated annually.