



Equality and Diversity Statement

Date Ratified: *28/01/20*

Date for review: *28/01/24* (every 4 years)

Signed: *Mark Purcell*

Chair of Governors

Equality and Diversity

Equality and inclusion are at the heart of Presfield High School. We have passion to include everyone and deep desire to treat everyone equally. We accept others for who they are and respect differences.

Our aim is to provide an excellent education for all students. Our way of doing this is to work hard to improve student's attainment and the standards of teaching and learning continually. At this time, we also aim to meet the needs of the whole person and the whole community because we understand that the whole of life is education and that everyone who is part of a student's life affects that student's understanding of life and, his or her education. In the sense, every person matters.

Our curriculum embodies our belief that all students with a diagnosis of ASC should have access to a broad, challenging, inspiring and enjoyable curriculum that will provide them with both academic and social skills to succeed in life and work. The curriculum takes account of students' differing abilities, experiences and profile in order to provide all students with both challenge and opportunity

The Equality Act 2010 gathers together various different pieces of equality legislation which have been developed over a number of recent years. It sets out some key equality provisions for the delivery of education and requirement for public bodies to eliminate discrimination, advance equality of opportunity and foster good relations between different groups. Against the background of the UK's increasingly diverse communities, Presfield High School recognises that this act plays a major role in recognising the UK's historic commitment to tolerance.

The Equality Act 2010 is, therefore, an important and significant piece of legislation for us because its key provisions underpin the aim of Presfield High School itself: an equal and inclusive society in which difference is understood and respected. We are committed to meeting its obligations within the law and being a good expression of Presfield High Schools' own commitment to equality.

This policy is drawn up in consideration of the Equality Act 2010 which protects individuals from discrimination and harassment based upon 'protected characteristics' the protected characteristics in respect of the students are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The core values and ethos of the Equality Policy are:

1. To prepare students for life in a diverse society and world.
2. To meet the diverse needs of the students.
3. To ensure that an inclusive ethos is established and maintained.
4. To make Presfield School a place where everyone, irrespective of their SEND, race, colour, ethnic or national origin or citizenship, feels welcomed and valued.
5. To respect and value linguistic, cultural and religious diversity in the community.
6. To develop each student's sense of personal and cultural identity and to encourage students to be confident, open to change, receptive and respectful towards other identities.
7. To acknowledge the existence of prejudice, and be proactive in tackling and eliminating discrimination.
8. To ensure that issues related to equality and prejudice are recognised across all areas of school activity.
9. To ensure that equality is an integral part of all planning and decision making within the school.

Equal and appropriate treatment in employment, training and recruitment opportunities:

We put in place a range of actions aimed at tackling prejudice and celebrating diversity within our workforce.

This is achieved by:

- developing a workforce which reflects the community at all levels
- making sure that all employees understand their responsibilities under this statement
- making sure that all employees know about their rights of protection from unlawful discrimination, harassment, bullying or victimisation
- developing and promoting policies which give everyone equal access to employment and opportunities
- setting performance targets so we can measure our progress

Responsibilities

Presfield is an equal opportunities employer and provider of teaching and learning. In order to support this public commitment all staff play a key role in ensuring that provision does not give rise to unlawful discrimination of any kind and that we have a shared understanding of the relevant issues and how best to deal with them.

All employees are expected to comply with our values of promoting equality and diversity and treat colleagues and others in the school community with

dignity and respect at all times. This commitment must be evidenced in practice. Any behaviour that falls below these standards is unacceptable to the Governing Body and potentially constitutes misconduct.

Leaders are expected to:

- be at the forefront of best practice on equalities within their respective areas
- set equality targets, monitor outcomes and develop relevant action plans
- review all provision to ensure elimination of unequal treatment of staff, pupils and the wider school community
- raise equality-related issues with their staff and senior colleagues
- encourage leadership on equalities amongst their staff and other providers
- establish monitoring systems
- report to governors on the results of assessments, consultations and monitoring
- train staff on equalities issues
- consider better access for people with disabilities
- monitor provision by contractors and other external providers
- have evidence of consultation carried out with staff and the school community
- make guidance readily available to staff

Implementation, Monitoring and Evaluation

We will set clear deadlines and give responsibility to named leaders who will be accountable for implementation of given tasks. With the help of feedback from employees and the wider school community we will continue to develop arrangements to monitor, review and evaluate the effectiveness of our employment policies and provision of teaching and learning. If our monitoring reveals any gaps in our policies/provision, we will take necessary action.

All school policies reflect a commitment to equal opportunities.

Admissions

Assessment

Behaviour

Professional development

Safer Recruitment

Teaching and learning