

Equality and Diversity Policy

Statement

St George's School welcomes a wide and diverse population of both students and staff; indeed this is one of the School's greatest strengths. In order to consolidate and build upon this diversity, it is essential that equality of opportunity and the absence of unfair discrimination be at the core of all the School's activities. At St George's School Edgbaston we recognise our responsibility to ensure positive attitudes to diversity and difference – not only so that every child is included and not disadvantaged, but also that they learn from the earliest age to value diversity in others, and grow up making a positive contribution to society. We understand the importance of providing a challenging and enjoyable programme of learning and development, and we undertake to make reasonable adjustments to enable everyone to participate in our programme of learning.

St George's School Edgbaston is committed to avoiding all forms of discrimination as set out in the UK Equality Act (2010). The School recognises the link between equality and quality, and will not unfairly discriminate in the recruitment or general treatment of staff, students (including those in our EYFS setting), or parents on the basis of race, colour, ethnicity, ethnic origin, national origin, gender, marital status and civil partnership, physical ability or disability (including long term medical conditions), learning ability or difficulty, religion or belief, sexual orientation, age, gender reassignment, pregnancy, maternity, part-time and fixed-term working or any other factor.

We seek to ensure that all our pupils, including those who have a disability or special educational needs, are included, valued and supported, and that appropriate provision or exemption is made (where feasible and desired), for pupils with special dietary, dress or religious observance requirements/needs because of religious or cultural background. St George's School is committed to working with the school community, with parents and with other relevant agencies to ensure that any form of discriminatory behaviour is treated seriously and action is taken to prevent any repetition.

Aims and Values

Our school ethos states that: *St George's School is a welcoming school where everyone is valued highly and where tolerance, honesty, co-operation and mutual respect for others are fostered.*

We are committed to the development of the whole person within a supportive, secure and creative environment. A broad, balanced and appropriate curriculum provides equal opportunity for all pupils to maximise their potential regardless of age, sex, race, colour, religion or disability. We endeavour to promote positive relationships with parents, members of the Board of Trustees and members of the wider community.

At St George's School we aim to promote equality and tackle any form of discrimination, and actively promote harmonious relations in all areas of school life. We seek to remove any barriers to access, participation, progression, attainment and achievement. We take seriously our contribution towards community cohesion.

We aim to:

- provide a secure environment in which all our children can flourish and achieve all five outcomes of Helping Children Achieve ('Every Child Matters') - be healthy, stay safe, enjoy and achieve, make a positive contribution, and enjoy economic well-being;
- provide a learning environment where all individuals see themselves reflected and feel a sense of belonging;
- prepare children for life in a diverse society in which children are able to see their place in the local, regional, national and international community;
- include and value the contribution of all families to our understanding of equality and diversity;
- provide positive non-stereotyping information about different groups of people regardless of gender, ethnicity, disability, sexual orientation, religion and age;
- plan systematically to improve our understanding and promotion of diversity;
- actively challenge discrimination and disadvantage;
- make inclusion a thread which runs through all our activities.

To achieve these aims we will:

- publish and share our policies with the whole community;
- offer a broad, balanced, differentiated curriculum;
- train staff to understand both their own and the school's duties under the Equality Act 2010;
- train staff to promote and deliver protective behaviours curriculum;
- host assemblies that celebrate progress rather than achievement;
- collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage;
- use all available information to set suitable learning challenges for all, respond to pupils' diverse needs and overcome any potential barriers to learning;
- ensure that the wider school curriculum makes explicit and implicit provision to promote and celebrate diversity;
- have high expectations of behaviour which demonstrates respect to others.

St George's School is committed to:

- being proactive in promoting good relationships and equality of opportunity across all aspects of school life and the wider community;
- encouraging, supporting and enabling all pupils and staff to reach their potential and make a positive contribution;
- working in partnership with families and the wider community to establish, promote and disseminate inclusive practice and tackle discrimination ensuring that our Equality and Diversity Policy is followed.

This policy applies to all members of our school community, including those in our EYFS setting, and St George's School seeks to implement this policy through adherence to the procedures set out in this document.

Procedures

This document aims to demonstrate our commitment to equal opportunities, and provide our outline for appropriate provision of all staff and pupils within the St George's School community. Children and adults are encouraged to value and respect each other in all aspects of school life including assemblies, EYFS sessions, lessons, activities, circle time, form time, mealtimes, church services and other informal occasions. Other ways in which St George's School seeks to implement this policy are as follows:

- Staff will provide support for pupils with learning difficulties through the SEN Code of Practice and Inclusion department, and for EAL pupils through the EAL department. This includes 1:1 and small group provision, and the use of TA in identified lessons. This is also supported by a differentiated approach to learning as high-lighted in lesson plans and department handbooks
- Provide all pupils with SEND a personal Pupil Passport which will detail my strengths, weaknesses and ways in which you can help me. Staff, parents and pupils will feed into the Pupil Passport to ensure shared understanding and the child's voice.
- Carry out lesson observations recording evidence of differentiation.
- Texts and other resources are reviewed to ensure appropriateness and inclusivity.
- The School endeavours to teach all major world Religions and allow for active discussion on diversity within its curriculum.
- SLT attend training on issues of equality and meeting the needs of multi-cultural students, and raise concerns within staff meetings when necessary.
- SLT provide staff training on issues of equality and meeting the needs of multi-cultural students, and raise concerns within staff meetings when necessary.
- St George's School will make every reasonable effort to provide disabled access and parking for staff and pupils, thus allowing all to progress within the school.
- As part of the admissions procedures, St George's School will gather necessary information in order to provide the right environment for pupils to learn and access the curriculum. This will be on an individual basis.
- Staff will discuss, monitor and review the effectiveness of inclusive practices at staff meetings, Senior Leadership meetings, and on an ad hoc basis with individuals as required, to enable all staff and pupils to enjoy school life.

- SLT and Board of Trustees will review admissions procedures to ensure needs of our inclusive and multi-cultural community are met.
- Catering reflects needs of multi-cultural community (e.g. Nigerian, Chinese, Halal, non Halal and other culturally specific foods available).
- In conjunction with the school PSHE policy, curriculum and assembly rota, pupils will be made aware of key issues of equality including: promoting and valuing diversity, tolerance, respecting others, fitting in and supporting difference. This enables all pupils to thrive and make a positive contribution within their society.
- Provide activities which reflect needs of our inclusive and multi-cultural community.
- The whole school community, including staff, outside agencies and parents, ensures that any form of discrimination – or any other inappropriate attitude and practice – is challenged, and the behaviour treated severely to prevent any repetition; they are recorded if serious and reported to SLT.
- Church services, assemblies, tutor and PHSE programmes reflecting needs, abilities and interests of multi-cultural community.

Responsibilities:

The Board of Trustees

It is the Board of Trustees' responsibility to:

- ensure that the school complies with equality legislation;
- ensure that the school's policy and its procedures and strategies are carried out and monitored;
- follow the school's admissions policy, which is fair and equitable in its treatment of all groups;
- have equal opportunities in staff recruitment, professional development and membership of the Board of Trustees;
- be involved in dealing with serious breaches of the policy.

The Head

It is the Head Teacher's responsibility to:

- implement the policy and its strategies and procedures;
- ensure that all staff receive appropriate and relevant continuous professional development;
- actively challenge and take appropriate action in any cases of discriminatory practice;
- deal with any reported incidents of harassment or bullying in line with school policies;
- ensure that all visitors and contractors are aware of, and comply with, the school's equality and diversity policy.

All Staff

It is the responsibility of all staff to:

- be vigilant in all areas of the school for any type of harassment and bullying;
- deal effectively with all incidents from overt name-calling to the more subtle forms of victimisation caused by perceived differences;
- identify and challenge bias and stereotyping within the curriculum and in the school's culture; promote equality and good relations and not discriminate on grounds of race, gender, religion, age and sexual orientation;
- promote an inclusive curriculum and whole school ethos which reflects our diverse society;
- keep up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources.

Breaches of the Policy

All breaches of the policy will be rigorously followed up using the appropriate procedures and reported to the Board of Trustees.

This policy and the effectiveness of our inclusive practices at St George's School are reviewed annually by the school's Board of Trustees, or as events or legislation change requires.

This document is available to all interested parties on our website, and on request from the school office. It should be read in conjunction with the following documents: Behaviour Policy, Anti-bullying Policy, Admissions Policy, Accessibility Policy, Whistleblowing Policy, Complaints Policy, SEND Policy and the PSHE schemes of work.

Date reviewed: January 2017

Date to be reviewed: January 2018