



# **BOWDEN HOUSE SCHOOL**

## **A Whole School Equality & Diversity Policy**

### **Equality Act 2010**

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics referred to as the 'protected characteristics'.

The 9 protected characteristics are:

- age
- disability
- gender reassignment
- marriage & civil partnership
- pregnancy & maternity
- race
- religion & belief
- sex
- sexual orientation

The Act requires all public bodies including schools to comply with the Public Sector Equality Duty and 2 specific duties:

**The Public Sector Equality Duty (PSED)** or 'general duty' requires all public bodies including schools to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality or opportunity between different groups
- foster good relationships between different groups

**The 2 'specific duties'** require all public bodies including schools to:

- publish information to show compliance with the PSED
- publish equality objectives at least every 4 years which are specific and measurable

Bowden House School will publish this information on their website.

### **Overriding Principles**

Our approach to equality is based upon the following 7 key principles:

- 1. Everyone is of equal value** – whether or not they are disabled; whatever their ethnicity, culture, national origin or national status; whatever their gender and gender identity; whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation
- 2. We recognise, respect and value difference and understand that diversity is a strength.** We take account of differences and strive to remove barriers and disadvantages which people may face in relation to disability, ethnicity, gender, religion, belief or faith and sexual orientation. We believe that diversity is a strength which should be respected and celebrated by all those who learn, teach, work and visit here
- 3. We foster positive attitudes and relationships.** We actively promote positive attitudes and mutual respect between groups and communities different from each other
- 4. We foster a shared sense of cohesion and belonging.** We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life
- 5. We observe good equalities practice for our staff.** We ensure that Policies and Procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion and in Continuing Professional Development (CPD)
- 6. We have the highest expectations of all our students.** We expect that all students can make good progress and achieve to their highest potential
- 7. We work to raise standards for all of our students who are the most vulnerable.** We believe that improving the quality of education for our vulnerable students will raise standards in all areas across the whole school.

### **Promoting equality & diversity**

Bowden House School promotes equality and diversity through its:

- ethos and values
- the curriculum including the 'Parallel Curriculum'
- teaching and learning
- the learning environment
- activities, care and support from the Care Team
- staff recruitment and development.

### **Monitoring**

We maintain a range of data to enable the school to monitor the impact of this Policy; to record aspects of student behaviour/academic and social progress and open/transparent recording from staff interviews to ensure that the recruitment process is consistently viewed as fair and committed to equal opportunities. The collected data includes:

- student achievement

- attendance
- bullying
- exclusions
- rewards & sanctions
- activities in Care time
- staff recruitment and development.

We maintain a log of any racial incidents or actions/behaviours that breach this policy; report this to the school's Governing Body and forward to the Local Authority (London Borough of Tower Hamlets).

### **Publishing Equality Objectives – see Equality Information & Objectives Policy**

### **Roles and Responsibilities**

All staff in this school are responsible for promoting the principles of this Policy through their actions and behaviour challenging anything that breaches the principles of this Policy. The following have specific responsibilities:

#### **The Governing Body is responsible for:**

- ensuring that the school complies with legislation and that this Policy is reviewed at least every 4 years
- that procedures and strategies related to this Policy are implemented
- that the Headteacher's report to Governors is challenged, when appropriate.

#### **The Headteacher and the Senior Leadership Team are responsible for:**

- providing leadership and vision in respect of equality
- overseeing the implementation of this Policy
- publishing information to show compliance with the PSED
- publishing equality objectives at least every 4 years which are specific and measurable
- co-ordinating the activities relating to equality and evaluating impact
- ensuring that all who enter the school are aware of and comply with, the Equality Policy
- ensuring that all staff are aware of their responsibilities and are given relevant training and support
- taking appropriate action in response to any actions or behaviours that breach this Policy
- prepare and present a report to the school's Governing Body on the impact of this Policy

#### **All staff will:**

- promote an inclusive and collaborative ethos in the classroom
- challenge prejudice and discrimination
- deal fairly and professionally with any prejudice-related incidents that may occur

- plan and deliver curricula and lessons that reflect the school's principles, e.g., providing materials that give positive images in terms of race, gender and disability
- maintain the highest expectations of success for all students
- support students who find aspects of academic learning difficult through differentiated planning and teaching
- keep up-to-date with equalities legislation relevant to their work

### **Visitors**

All visitors to the school, including parents/carers are expected to support our commitment to equalities and comply with the duties set out in this Policy

### **Related Policies:**

Spiritual, Moral Social & Cultural including British Values

Mission Statement

Equality & Diversity Statement

Equality Information & Objectives

Equal Opportunities for Students

Accessibility Plan

Policy Statement of the recruitment of ex-offenders

Statement of Purpose

Equality & Diversity (Selection & Recruitment)

**July 2020**

**School:** Bowden House

**Policy:** Whole School Equality & Diversity

**Agreed:** Summer Term 2017

Up-dated July 2020

**Responsibility:** Governors

**Review Date:** Summer Term 2022

**Signed by:** \_\_\_\_\_

**Chair of Governors**

**Date:** \_\_\_\_\_