



# Ravenshall

all different | all equal | all important

## Equality & Diversity Policy

TITLE	Equality and Diversity Policy
VERSION	1.1
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## **Introduction**

We recognise that the public sector equality duty (known as the PSED or the equality duty) has two parts: a general duty, and specific duties.

The general duty has three aims and they are to:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

The specific duties for schools are to:

1. To publish information to demonstrate how they are complying with the equality duty.
2. To prepare and publish one or more specific and measurable equality objective.

## **Aims and objectives**

Ravenshall School will annually review how well we achieve these aims with regard to the protected groups under the Equality Act (race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment).

We aim to provide the highest possible education for all of our students. The ethos of our school clearly reflects our commitment to fully including and respecting all members of our school community.

We will:

- Ensure that staff and governors are aware of current legislation surrounding equality and diversity and understand the Schools responsibility.
- Promote cultural understanding and awareness and tolerance of different religious beliefs between different ethnic groups within our school.
- Promote mental health awareness and develop appropriate interventions where necessary
- Actively close gaps in attainment and achievement between students for all groups of students.
- Monitor and address any incidence of the use of homophobic, sexist and racist language in our school.-
- Continuously review and revise the curriculum so that it represents a diverse culture and society and encourages tolerance and respect.

## **General Policy Statement**

At Ravenshall School we strive to provide a safe, secure, caring environment where everyone is valued and respected equally. We aim to provide an inclusive education where pupils develop independent learning skills and are taught according to need whatever their age, gender, background, beliefs or abilities.

Protected Characteristic	Group	What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation?	What evidence do we hold that we advance equality of opportunity with those who share a protected characteristic and those who do not?	What evidence do we hold that we foster good relations with people who share a protected characteristic and those who do not?
Race* Disability** Age Religion and Belief	Students	Equal Opportunities Policy Curriculum Positive behaviour Policy Comparative attainment data  Therapy and medical support	Diversity celebration through the curriculum Formative and Summative assessment  Bilingual support Therapy and medical support	School activities to promote positive attitude to support protected groups including through the application of the curriculum  Assemblies  Assessment records/ AFL, parents evening records, parent questionnaire
Race* Disability** Age Religion and Belief	Students & staff	Equal Opportunities Policy  Recruitment & Selection Policy & Paperwork  HR data, applicant monitoring  HR data  Support plans and info on phased returns  Data on staff registered disabled	Fair recruitment processes  Positive behaviour Policy  HR data, applicant monitoring HR data  Support plans and info on phased returns  Data on staff registered disabled  Parents' forums and workshops  Bilingual support	Staff Briefings  Monitoring of workforce  Fair and transparent HR processes, reasonable adjustments made  Parents' forums and workshops
Sex/Sexual Orientation/Gender reassignment	Students	PSHCE curriculum  Positive Behaviour Policy  Pupil assessment data  Pupil behaviour data	Inclusion Curriculum Assemblies Behaviour policy Student Council/Voice	Curriculum & syllabus data  Attendance data  Assemblies  Student Council/Voice
Sex/Sexual Orientation/Gender reassignment	Students & staff	Equal Opportunities Policy  HR Data  Positive Behaviour Policy	Equal Opportunities Policy  HR Data  Positive Behaviour Policy	HR policies and procedures  Fair and transparent processes  Staff Briefings

Pregnancy and Maternity	Staff	<p>Equal Opportunities Policy</p> <p>Recruitment &amp; Selection Procedures</p> <p>HR data on rate of return post maternity leave</p> <p>Risk assessments completed</p>	<p>Compliance with legislation, Maternity entitlements</p> <p>Flexible Working Requests / Adjustments made</p> <p>Risk assessments completed</p>	<p>Celebration of pregnancies and births</p> <p>Paternity leave granted</p> <p>Staff Briefings Risk assessments</p>
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<b>Change management log</b>		
Version number	Changes	Date
1.1	Updated format	11.9.23