



WESTSIDE
SCHOOL

Equality Policy

Policy Written By:

Ratified By:

Review Date:

Ginna Andrew

Board of Trustees

July 2025

SCHOOL CONTEXT

Westside School is an inclusive Alternative Provision in the borough of Hammersmith and Fulham.

AIMS AND PRINCIPLES

- Westside School values and respects the dignity and personal qualities of all in the school community.
- The community is comprised of students, teachers, support staff, parents, trustees and visitors.
- The policy relates to all members of the school community regardless of gender, race, religion, age, disability, sexuality or social class.
- Westside School aims to promote the highest expectations, learning and achievement, in a purposeful, enjoyable and caring atmosphere, so that our students can achieve their very best.
- We aim to provide a vibrant environment in which work and personal development can be achieved in harmony, and where access to our buildings and resources will enhance participation and opportunities for all. In achieving this, Westside School will aim to ensure that all aspects of the curriculum provide opportunities for all students to build on their strengths and previous successes.
- At Westside School, we aim to develop in our students the ability to collaborate with others and to respect and live in harmony with others, at school, home and in our multi-cultural, multi-faith, multi-lingual society.
- We aim to make Westside a safe, secure and happy place for all, to enable our students to develop self-confidence and a caring and responsible attitude towards others.
- Everyone at Westside has the right to be treated with courtesy and respect. Westside School is committed to the elimination of all discriminatory behaviour, e.g. racist, sexist and LGBTQ+ abuse. Westside School believes that a safe, caring and nurturing learning environment is a necessary condition and a fundamental right of each individual for their fullest development.
- Any behaviour which infringes that right is not tolerated. Offensive language and images, and bullying or harassment of any sort are not tolerated.

- Everyone at Westside shall be entitled to freedom of thought, conscience and religion, to hold opinions without interference, disability or disadvantage, and to freedom of expression within the law, including the right to seek, receive and impart information and ideas.
- Westside aims to ensure that all staff are recruited, trained and promoted on the basis of ability. The needs and requirements laid down in job descriptions and person specifications will not discriminate on the grounds of gender, race, religion, age, disability, sexuality or social class.
- Care is taken to ensure that opportunities for development are available to all staff, whether teaching or non-teaching, part-time or full-time.
- Westside provides facilities to ensure that the needs of its community members are recognised and met, e.g. access to buildings for people with disabilities.

PROCEDURES FOR PROMOTING EQUAL OPPORTUNITIES, INCLUSION AND GENDER EQUALITY AND COUNTERING ALL FORMS OF DISCRIMINATION

- The ethos and atmosphere at Westside School reflect its commitment to the implementation of this policy.

At Westside School, we:

- Welcome and promote cultural diversity, religious, race and gender equality, and counter any forms of stereotyping, through our curriculum, our displays, our assemblies and our interrelationships. The SRHE, Citizenship and PSHE subject areas play a key role in the promotion of equality issues through the curriculum, including raising awareness of bias, stereotyping, and scapegoating, and by promoting justice and equality.
- Respect and promote the dialects, accents and home languages of the school community, within the classroom and around the building.
- Regularly check our policies and practices to ensure that disabled students and staff are not disadvantaged.

- Ensure that the school rules, regulations and organisation are sensitive to, and show respect for, diverse cultural practices, e.g. religion, dress, diet, and festivals.
- Ensure that key elements of this policy are regularly communicated to parents and carers.
- Liaise with parents and carers in order to ensure the effective implementation of this policy.
- Ensure that we are consistent, sensitive and fair in the treatment of students as individuals, when using praise and when using criticism.
- Refuse to accept language that stereotypes when talking to students, parents and colleagues. This standard applies to all letters and publications sent out by the school.
- Ensure that all new students are introduced to this policy via assemblies and via the induction programme.
- Purchase and display books which portray positive and non-stereotypical images
- Students who are victims of discriminatory behaviour have access to support from our pastoral support providers.
- Encourage teachers to give time and attention fairly to all students.
- Employ strategies which encourage students to enjoy working and playing together.
- Ensure that disabled students are not treated less favourably for reasons relating to their disability, and we take every possible measure to ensure that disabled students are not disadvantaged in comparison to their non-disabled peers.
- Highlight our policy wherever possible, with adults who visit the school, e.g. pre-visits, work experience, etc.
- Keep up-to-date records of the ethnicity and gender of the workforce, aiming to reflect the diversity of the student population and to ensure that there are no discriminatory practices in our appointment procedures.
- Ensure that any staff who are victims of discriminatory behaviour have access to support from a senior member of staff.
- Ensure that CPD on inclusion/equal opportunities takes place for all staff, through school-based activities, as well as external courses.
- PE has clear systems in place to ensure that no discriminatory factors exist in access to and participation in PE.
- Keep the staff and trustees regularly informed of behaviour that runs counter to this policy, including data on exclusions and suspensions and incidents of inappropriate behaviour.

GENDER EQUALITY SCHEME

- The school currently fulfils its statutory duties of promoting equality of opportunity between men and women by considering and addressing the causes of any gender issues which it identifies through its regular monitoring and evaluation procedures.
- In order to improve systems, the school will continue to accumulate statistical evidence to support compliance. This includes monitoring the school workforce, but also the impact of a variety of school policies.

POLICIES AND PROCEDURES

Our commitment to equal opportunities/ inclusion is identified in key policies and other documentation:

- Culture for Learning Policy (Behaviour Policy)
- Anti-bullying Policy
- Attendance Policy
- School Improvement Plan

MONITORING, EVALUATION AND REVIEW

The Board of Trustees will review this policy at least every two years and assess its implementation and effectiveness. The policy will be promoted and published throughout the Academy.