

Equality, Diversity & Inclusion Policy

This policy covers the Senior and Prep Schools and EYFS

Governors' Committee normally reviewing policy	Governing Body
Date policy formally approved by Governors	October 2021
Period of review	1 Year
Last review date	August 2026
Next review date	August 2027

Person responsible for monitoring implementation and effectiveness of the policy	Deputy Head Pastoral
Other relevant policies	General Policies

Kingsley School Bideford is owned and operated by KSI Schools Group Limited, which is the School's Proprietary Body ("the Proprietor").

Any reference in this policy to the Governors or Governing Body means the School's local body of governors, which operates as a local advisory board on behalf of the Proprietor. The local governing body does not constitute the Proprietary Body of the School.

The Proprietor has ultimate responsibility for ensuring that the School meets its statutory and regulatory obligations and for ensuring that this policy is appropriate, effective and implemented in accordance with those requirements.

The Governors provide local oversight and scrutiny on behalf of the Proprietor and undertake appropriate review and monitoring to satisfy themselves that this policy is being implemented effectively. They advise and make recommendations to the Proprietor and the School's leadership as appropriate.

The core principle that guides everything we do is **Putting Students First**.

Introduction

This policy sets out Kingsley School's approach to promoting equality as defined within the Equality Act (2010) and the Equality Act 2010 (Specific Duties) Regulations 2011.

This policy will cover:

- Our aims and values
- The School's overall approach to promoting equality and diversity and tackling discrimination
- Specific reference to sex, race, disability, religion or belief, sexual orientation, students who are pregnant and students who are undergoing or have undergone gender re-assignment
- Roles and responsibilities
- Monitoring, reviewing and assessing impact.

Our Vision

Kingsley School aims for all of members of the community to achieve success and happiness through positive mental health and wellbeing.

The School will strive to:

- Develop a strong sense of self-esteem and robust self-confidence in all students
- Recognise and celebrate the achievement of all students
- Promote understanding of value-added methods for evaluating achievement
- Promote staff, students' and parents' understanding of our equality policies and practices and secure their commitment to them
- Promote parental involvement in their children's education and encourage the regular participation of all parents in celebratory, consultative, information gathering and social events
- Implement a range of methods to gather staff, student and parental opinion and serious consideration of the trends and ideas expressed

Protected Characteristics

The Equality Act (2010) requires all public sector organisations to promote equality across the full range of protected characteristics, namely:

- Race
- Disability
- Gender Reassignment
- Religion or Belief
- Sex
- Sexual Orientation
- Pregnancy or Maternity
- Age
- Marriage and Civil Partnerships

Promoting equality and diversity and tackling discrimination

This policy reflects the School's statutory duties in relation to the protected characteristics above and to promoting community cohesion. The duties cover staff, students, parents/carers and people using

the services of the School. It also includes the School's priorities and actions to eliminate discrimination and harassment for these areas.

Under current legislation all schools have a general duty to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act (2010)
- Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it
- Foster good relations between persons who share a protected characteristic by tackling prejudice and promoting understanding.

Race Equality

The general duty to promote race equality means that we have due regard to:

- Eliminate unlawful racial discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial groups

Disability Equality

The general duty to promote disability equality means that we have due regard to:

- Promote equality of opportunity between disabled people and other people
- Eliminate unlawful discrimination
- Eliminate disability related harassment
- Promote positive attitudes towards disabled people
- Encourage participation by disabled people in public life
- Take steps to take account of disabled people's disabilities, even where that involves treating disabled people more favourably than other people.

Accessibility

There is specific disability legislation in relation to disabled students and accessibility which means we plan strategically over time to:

- Increase access to the curriculum
- Make improvements to the physical environment of the School to increase access
- Make written information accessible to students in a range of different ways

We ensure that disabled students do not receive less favourable treatment and to do this the School has a duty to make reasonable adjustments.

Gender Equality

The general duty to promote gender equality means that we have due regard to:

- Eliminate unlawful discrimination and harassment
- Promote equality of opportunity between all genders

The duty also includes the need to consider actions to address the causes of any gender pay gap.

Transgender People, Gender-Questioning Students

Transgender people are explicitly covered by the gender equality duty. The School will respect the confidentiality of those seeking gender reassignment and will provide a supportive environment within the School community. Please see the separate policy regarding gender-questioning children.

Age, Sexual Orientation, Religion, Belief, Pregnancy and Maternity

We ensure that we do not discriminate on these grounds and we take all reasonable actions to eliminate discrimination and harassment for these equality areas.

Community Cohesion

We always aim to promote community cohesion, developing good relations across different cultures, ethnic, religious and non-religious socio-economic groups.

Roles and Responsibilities

The Local Advisory Board (LAB) is responsible for:

- Ensuring the School complies with current equality legislation by regular monitoring
- Ensuring this policy and its procedures are followed

The Pastoral Team (led by the Deputy Head Pastoral) is responsible for:

- Ensuring the policy is readily available and that the LAB members, staff, students and parents/carers know about it by publishing the policy
- Ensuring its procedures are followed
- Providing regular training for all staff and students on the policy
- Ensuring all staff know their responsibilities and receive training and support in carrying these out
- Taking appropriate action in cases of harassment and discrimination

All School staff are responsible for:

- Modelling good practice, dealing with discriminatory incidents and being able to recognise and tackle bias and stereotyping
- Promoting equality and avoiding discrimination against anyone
- Attending relevant training

Students are responsible for:

- Keeping the School informed of any concerns regarding equality and diversity issues.

Parents / Carers are responsible for:

- Bringing equality and diversity issues to the School's attention where appropriate.

Visitors and contractors are responsible for:

- Meeting the School's published expectations of equality.

Overseeing Equality Practices

Responsibility for overseeing equality practices in the School lies with the Head and the Local Advisory Board through:

- Co-ordinating and monitoring work on equality issues
- Dealing with and monitoring reports of harassment
- Monitoring the progress and attainment of potentially vulnerable groups of students
- Monitoring exclusions to ensure no vulnerable group is discriminated against

Monitoring, Reviewing and Assessing Impact

The School will do this by:

- collecting and analysing equality information for students at Kingsley
- collecting and analysing equality information for employment and governance at Kingsley
- consultation and involving stakeholders
- The Wellbeing Ambassadors' agenda in school is led by the Assistant Head Pastoral and initiatives are put in place and monitored by the Pastoral Team.

The School systematically monitors all its policies, procedures and practices to ensure they are genuinely accessible and meet the needs of all our staff, students and the local community.

R Pavis

Head