

## Green Park School Equality and Diversity Policy

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Role:	Assistant Headteacher
Committee approving Policy	Standards Committee
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Signed by Chair of Committee	 Rev S Skidmore, Chair of Committee

### **Our Mission**

Green Park aims to provide access to high quality education and learning experiences, both in school and in the community and seeks to maximise each pupil's achievement as part of his or her lifelong learning. It is the school's aim to be a centre of Educational Excellence in the heart of the community.

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Green Park School is a caring school that aims to provide a high-quality education to all our pupils within a secure and environment. We hope that they will leave us with confidence, positive memories, and a value of their time at Green Park.

This policy should also be read in conjunction with the Dignity at Work Policy

### **1. Our Aims are:**

To provide a secure, caring and stimulating environment in which the school and the home are partners, and in which all children will be encouraged to learn. The school's culture is an important element of achieving our aims and values. Green Park is a school where there is warmth and where we work together with all parties to improve the opportunities for our children to learn.

- Help every child to develop his or her full potential by providing a caring and stimulating environment in which every individual pupil feels valued.
- Provide all pupils with the opportunity to succeed and become confident young people.
- Ensure pupils can communicate their choices, hopes and aspirations to others.
- Educate pupils intellectually, socially, morally, aesthetically, physically, and spiritually.
- Form the best possible relationships between teachers, children, parents, and other professionals so that we have successful learners.
- We will achieve this by providing education in line with national legislation and local authority guidelines. We will plan and deliver a broad and balanced curriculum to enable all our pupils to develop their social, intellectual, and physical potential. We will provide equal opportunities for all our children to develop and extend their moral and cultural capacities, whilst fostering an awareness of, and respect for, the beliefs and practices of other communities.

## 2. The Legal Framework

The Equality and Diversity Policy of Green Park School has been developed in line with the following legal framework:

- UN Convention on the Rights of the Child.
- UN Convention on the Rights of Persons with Disabilities.
- Human Rights Act 1998.
- Special Educational Needs (Information) Regulations 1999.
- Education and Inspections Act 2006.
- Equality Act 2010.
- Specific Duties Regulations 2011.

The public sector equality duty extends to the following protected characteristics:

- Race
- Disability
- Age (as an employer, not regarding pupils)
- Religion / Belief of sexual Orientation
- Pregnancy and Maternity
- Gender Reassignment

## 3. Roles and responsibilities

We believe that promoting Equality is the whole school's responsibility.

School Community	Responsibility
<b>Governing body</b>	<ul style="list-style-type: none"> <li>▪ Ensure that the Green Park complies with the appropriate equality legislation and regulations.</li> <li>▪ Meet its obligations under the Public Sector Equality Duty to publish equality objectives.</li> </ul>



	<ul style="list-style-type: none"> <li>▪ Ensure that the Green Park School's policies and procedures are developed and implemented with appropriate equality impact assessments informing plans.</li> <li>▪ Ensure that the recording and reporting of equality and diversity data is sufficiently scrutinised.</li> <li>▪ Ensure that the Green Park School's Admissions Policy does not discriminate in any way.</li> <li>▪ Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the Governing Body. Proactively recruit high-quality applicants from underrepresented groups.</li> <li>▪ Provide information in appropriate and accessible formats. Ensure that the necessary disciplinary measures are in place to enforce this Policy.</li> </ul>
<b>Headteacher</b>	<ul style="list-style-type: none"> <li>• Implement the Policy and its procedures.</li> <li>• Ensure that all staff members receive the appropriate equality and diversity training as part of their HR induction and continuous professional development.</li> <li>• Ensure that all parents, visitors, and contractors are aware of and comply with the provisions of this Policy.</li> <li>• Actively challenge and take appropriate action in any case of discriminatory practice.</li> <li>• Address any reported incidents of harassment or bullying in line with DfE guidance.</li> <li>• Produce an annual report on the progress of implementing the provisions of this Policy.</li> </ul>
<b>Senior Leadership Team</b>	<ul style="list-style-type: none"> <li>• To support the Headteacher as above.</li> <li>• Ensure fair treatment and access to services and opportunities.</li> <li>• Ensure that all staff are aware of their responsibility to record, report, and respond appropriately to prejudice related incidents.</li> </ul>
<b>Employees (teaching and non-teaching staff)</b>	<ul style="list-style-type: none"> <li>• Be mindful of any incidence of harassment or bullying in the Green Park School.</li> <li>• Address any minor issues of harassment or bullying in the Green Park School and report any major breaches of the Policy to the Headteacher.</li> <li>• Identify and challenge bias and stereotyping within the curriculum and the Green Park School's culture.</li> <li>• Promote equality and good relations, and not harass or discriminate in any way.</li> <li>• Monitor students' progress and academic needs to ensure the appropriate support is in place.</li> </ul>

	<ul style="list-style-type: none"> <li>• Keep up to date with equality legislation and its application by attending the appropriate training.</li> <li>• Design and deliver an inclusive curriculum</li> </ul>
<b>Parents / Carers</b>	<ul style="list-style-type: none"> <li>• Take an active role in supporting the school to achieve the commitments given to the school community in tackling inequality and achieving equality of opportunity for all.</li> </ul>
<b>Pupils</b>	<ul style="list-style-type: none"> <li>• Not discriminate or harass any other pupil or staff member Actively encourage equality and diversity in the Green Park School by contributing their cultural experiences and values. Report any incidences of bullying or harassment, whether to themselves or to others, to their Head of Year or to another member of the Green Park School staff.</li> <li>• Abide by all the Green Park School's equality and diversity policies, procedures, and codes.</li> </ul>
<b>Visitors</b>	<ul style="list-style-type: none"> <li>• All visitors to school are expected to support our commitment to equalities and comply with the duties set out in this policy. We will publish this policy on our website to enable them to do this.</li> </ul>

#### 4. Monitoring and evaluation

This Policy will be monitored and evaluated on an annual basis by the Headteacher and the Governing Body in the following ways:

- Individual attainment data will be used to measure the effectiveness of this Policy on student achievement.
- Equal opportunities recruitment data.
- Equality impact assessments.
- Ofsted inspection judgements on equality and diversity.
- Incident records related to harassment and bullying.

#### 5. Dissemination

We will take steps to communicate this Policy to the Governing Body, Headteacher and, as appropriate, students and parents, in an accessible format and on the Green Park School website.

Annual equality objectives and outcomes will also be made available on the Green Park School website.

#### 6. Enforcement

Staff members and students who do not comply with the provisions of this Policy may be subject to the Green Park School's disciplinary procedures.

## 7. Appeals

Staff members retain the right to appeal against a decision on the acceptability of their appearance using the Green Park School's grievance procedure.

## 8. Well Being

At Green Park School, the well-being and mental health of all stakeholders is vital to achieve our school vision and ethos. School are working towards achieving the accredited 'Well-being Award' for schools. We are committed to ensuring all members of our community are of equal worth.

