

The Croft Preparatory School

Equality & Diversity Policy for Staff and Pupils

Whole School Policy, including Early Years Foundation Stage

Policy Reviewed (MC)	17 October 2023
Reviewed and <i>name changed to Equality & Diversity Policy</i>	15 December 2023
Peer Review Completed	14 November 2023
Ratified by SLT	21 November 2023
Next Review	October 2025

The legal responsibility for ensuring that the Croft Preparatory School adheres to all relevant statutory regulations, as issued by the DfE, lies with the Proprietors. At their discretion, the Proprietors may delegate the monitoring of the efficacy with which the school discharges its statutory duties to the Board of Directors and the Governing Committee.

Notwithstanding the above delegation, the Proprietors retain ultimate responsibility for how the statutory functions are executed.

Introduction

At The Croft Preparatory School, we aim to ensure that every pupil and member of staff is given an equal opportunity to achieve their full potential, and to take full advantage of the School's facilities and activities. We also believe that each individual is entitled to learn, teach or work in a supportive environment, free from prejudice or discrimination of any form.

This policy should be read in conjunction with the School's policies on Special Educational Needs and Disabilities (SEND), Anti-bullying, Relationships and Sex Education (RSE), Admissions, English as an Additional Language (EAL) and the School's Accessibility Plan. The policy covers members of staff, pupils, parents, and other contractors and visitors to The Croft Preparatory School.

Equality Act

The Equality Act 2010 consolidates and replaces the previous discrimination legislation for England, Scotland and Wales. The Act covers discrimination because of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation. These categories are known in the Act as 'protected characteristics'. The Croft Preparatory School's Policy on Equality & Diversity complies with the requirements of the Equality Act 2010.

Aims & Objectives

The aims and objectives of this policy are for The Croft Preparatory School:

- to demonstrate our commitment to equality of opportunity and inclusion, where we value everyone, irrespective of gender, age, status, ethnic origin, religion or ability
- to be free from discrimination and stereotyping
- to promote the self-esteem, and to develop the social and emotional growth, of every individual throughout the School and, in particular for pupils, through the School's pastoral system and PSHE curriculum
- to provide all pupils with full access to a broad and balanced curriculum and extra-curricular opportunities, according to their individual needs and requirements
- to recognise and celebrate the cultural and ethnic diversity of children, parents, staff and visitors, welcoming the enrichment of the environment which this brings, and to foster positive attitudes towards our multi-cultural society
- to promote positive images and role models to avoid prejudice and raise awareness of related issues
- to provide opportunities within the life of the School to increase religious awareness and understanding, and to forge links with the wider community
- to create, through example and education, an environment of mutual respect and tolerance, and help everyone to understand that discriminatory behaviour and remarks are hurtful and unacceptable

Responsibilities

The Board of Directors has responsibility for the Equality & Diversity Policy, and delegates responsibility for its implementation to the Headmaster. The Headmaster is also responsible for ensuring that the policy is known and understood by staff members, pupils and parents. The Governors have their own inclusion and diversity system as part of their normal monitoring programme across the school.

The Headmaster, Assistant Head Academic and Heads of Faculty are responsible for ensuring equal opportunities in the curriculum.

All staff members are responsible for following the policy and reporting incidents of unequal treatment or discrimination to an appropriate member of the Senior Leadership Team. Staff members are also encouraged to challenge any cultural bias or stereotyping which may arise during the course of their work.

Parents and carers are asked to keep the School fully informed about any relevant issues, so that measures can be taken to resolve them.

Policy Detail

We will not discriminate against a child (current or prospective) when:

- admitting children
- providing teaching or allocating pupils to teaching groups
- applying standards of behaviour, dress or appearance
- excluding pupils
- allocating resources
- providing other benefits, facilities or services in the School

Admissions

We welcome applications from potential pupils with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our pupils for today's world. Please see the Admissions Policy for further details.

Access to Educational Opportunities

We understand the importance of providing a challenging and enjoyable programme of learning and development, and we undertake to make reasonable adjustments to enable all to participate in this programme, including children with special educational needs or learning difficulties or disabilities. Please see the SEND Policy for further information regarding the support which can be provided.

Physical Environment

The School will make every effort to ensure that no child, parent or staff member is disadvantaged by the School environment due to a disability, although it needs to be recognised that the physical layout of some of the buildings may restrict the movement of individuals with particular mobility difficulties. The School will make any reasonable adjustments wherever possible.

Pupil displays around the School will reflect diversity across all aspects of equality of opportunity.

The School's Accessibility Plan provides further information.

Promoting and valuing diversity and differences

We make The Croft Preparatory School a welcoming place for all, and appropriate opportunities will be given to children to explore, acknowledge and value the similarities and differences between themselves and others.

Resources are chosen to give the children a balanced view of the world and an appreciation of the diversity of our multi-racial society. We provide positive, non-stereotyping information about gender roles and diverse family structures, ethnic and cultural groups and disabled people. We try to celebrate a range of festivals and positively reflect on a range of communities through our choice of activities. We also invite volunteers, local speakers or personalities, who reflect the diversity of the local community, to visit the School.

We recognise the different learning styles and make appropriate provision within the curriculum to ensure each child receives the best opportunity to develop their skills and abilities.

Discriminatory Behaviour

Discriminatory remarks made by children, parents or staff members are unacceptable and action will always be taken. It is, however, recognised that in our youngest children, the comments can be unintentional and due to a lack of understanding. We help children to understand that discriminatory behaviour and remarks are hurtful and unacceptable through PSHE work, assemblies or pastoral work.

Information

Information normally provided in writing (lesson content, texts, library resources and information about School events) can be made available in alternative formats that are clear and user friendly, as appropriate, such as Braille, audio tape, and large print, or may be transmitted orally, or through lip-speaking or sign language, or through a recognised symbol system, or through Computing.

Equal Opportunity & Diversity Principles for Current or Prospective Employees

The Croft Preparatory School is opposed to all forms of unlawful and unfair discrimination. All job applicants, employees and others who work for us will be treated fairly and will not be discriminated against for having any 'protected characteristic' (Equality Act 2010).

Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.

The School recognises that the provision of equality and diversity in the workplace is not only good management practice; it also makes sound business sense. Our Equality & Diversity Policy will enable all those who work for us to develop their full potential, and the talents and resources of the School's employees will be utilised fully to maximise the educational opportunities offered to the children.

The Croft Preparatory School, as an employer, is committed to:

- promoting equality of opportunity for all its members of staff
- promoting a good and harmonious working environment in which everyone is treated with respect
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- fulfilling all its legal obligations under the equality legislation and associated codes of practice
- taking lawful affirmative or positive action, where appropriate and necessary
- regarding all breaches of Equal & Diversity Policy by employees as misconduct which could lead to disciplinary action being taken.

Policy Implementation

The School will ensure the implementation of this policy through:

Monitoring and Self Evaluation

Monitoring the effectiveness and impact of the Equal & Diversity Policy is ultimately the responsibility of the Board of Directors and is delegated to the Headmaster, but every member of staff is responsible for the day-to-day operation of the policy in terms of promoting good practice.

Training

The Croft Preparatory School employees will receive training on the learning needs of pupils with special educational needs and learning difficulties and disabilities, where appropriate. Equality training and guidance may also be provided for staff as appropriate, including training and awareness of this policy within the School's induction programme.

Communication

This Policy will be communicated to all staff members, and made available for current and prospective parents via the School Website, and hard copy on request.