



The Tiffin Girls' School

EQUALITY, DIVERSITY AND INCLUSION STATEMENT AND POLICY

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Autumn 2021	Rewritten and replaces Single Equality Scheme	v1.6

EQUALITY, DIVERSITY AND INCLUSION STATEMENT

1. The Tiffin Girls' School (the school) welcomes a diverse population of both students and staff. In order to consolidate and build upon this diversity, it is essential that equality of opportunity and absence of unfair discrimination be at the core of all the school's activities.
2. We, the school community, believe that all people are of equal value and are entitled to equality of opportunity. We will not unlawfully discriminate on the grounds of the protected characteristics set out in the Equality Act 2010 as follows:
 - Age
 - Disability
 - Gender reassignment
 - Pregnancy and maternity
 - Marriage and civil partnership
 - Race (including colour, nationality, and ethnic or national origin)
 - Religion or belief
 - Sex
 - Sexual orientation
3. The school is committed to promoting and developing equality of opportunity in all its functions and will seek to do this by:
 - regularly communicating its values and commitment to equality, diversity and inclusion to all members of the school community, including parents and carers
 - communicating where responsibility lies for equality issues
 - providing training for all staff, students and governors
 - maintaining mechanisms for implementation, monitoring, evaluation and review
 - proactively reviewing any under representation of sub-groups in the workforce and ensuring our recruitment communication supports applications from the widest possible range of applicants
 - ensuring that there are appropriate procedures and policies in place to deal effectively with any incidents of discrimination
 - consulting with trade unions, interested groups and individuals, internally and externally.

Responsibility of the Governing Board

4. The Governing Board has responsibility for ensuring that the school operates within the legal framework for equality and for ensuring that policies are implemented throughout the school.
5. Discriminatory issues are dealt with by the appropriate committee in line with the Governing Board's terms of reference and in line with the Discrimination Incident Policy.

Responsibility of the Senior Leadership Team

6. Establish with all staff an overall vision of the school's duty to promote equality of opportunity for all.
7. Advance equality of opportunity and treatment for all members of the school community.

8. Seek to eliminate discrimination, harassment, or victimisation on the grounds of the protected characteristics listed in the Equality Act 2010.
9. Raise awareness through training for all staff, students and governors, and through promoting this Equality Statement to all staff, students, parents, carers and governors.
10. Ensure that all policies and practices within the school are impact assessed against the aims above.

Responsibility of staff

11. To provide appropriate resources and a curriculum that holds in mind equality, diversity and inclusion and reflects a diversity of experiences.
12. Monitor, report and act on any incidents of discrimination, harassment or victimisation.

Responsibility of all members of the school community

13. Each member of the school community is responsible for preventing unfair discrimination or harassment or victimisation which it is within their control to prevent; and challenging or reporting such in appropriate behaviour if it occurs.

EQUALITY, DIVERSITY AND INCLUSION POLICY

Introduction

1. The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) (sometimes also referred to as the 'general duty') that applies to public bodies, including Academies, and extends to certain protected characteristics - race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.
2. We welcome our duties under the Equality Act 2010 to have due regard to the need to:
 - Eliminate discrimination and other conduct that is prohibited by the Act
 - Advance equality of opportunity for people who share a protected characteristic and people who do not share it
 - Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.
3. The school complies with the specific duties of the Equality Act to publish equality information annually and to set and publish equality objectives at least every four years. This information would usually be published on the school website.
4. This policy brings together all previous policies, schemes and action plans around equality and sets out the school's commitment to promoting equality and diversity.
5. This scheme is a whole school policy and underpins all other school policies.

Guiding principles

Principle 1: All members of the school community are of equal value

We see all members of the school community as of equal value:

- whether or not they are disabled
- whatever their ethnicity, culture, national origin or national status
- whatever their gender and gender identity
- whatever their marital status
- whatever their religious or non-religious affiliation or faith background
- whatever their sexual identity.

Principle 2: We recognise and respect difference

Treating people equally (Principle 1 above) does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantage which people may face, in relation to:

- disability, so that reasonable adjustments are made
- ethnicity, so that different cultural backgrounds and experiences of prejudice are recognised
- different gender identities, and whether that gender identity may or may not be associated with the sex assigned at birth and gender presentation so that we provide a supportive environment to recognise an individual's gender identity, and so that staff and students can share their gender identity or trans status if they wish.
- religion, belief or faith background
- sexual identity.

Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging

We intend that our policies, procedures and activities should promote:

- positive attitudes towards disabled people, good relations between disabled and nondisabled people, and an absence of harassment of disabled people
- positive interactions, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice-related bullying and incidents
- mutual respect and good relations between boys and girls, women and men and between those of all gender identities, and an absence of sexual, homophobic, biphobic and transphobic harassment.

Principle 4: We observe good equalities practice in staff recruitment, retention and development

We ensure that policies and procedures should benefit all employees and potential employees, for example in recruitment, promotion, and in continuing professional development:

- whatever their age
- whether or not they are disabled
- whatever their ethnicity, culture, religious affiliation, national origin or national status
- whatever their gender, marital status and sexual identity, and with full respect for legal rights relating to pregnancy and maternity.

Principle 5: We aim to reduce and remove inequalities and barriers that already exist

In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between:

- disabled (including those with intermittent medical and/or mental health needs) and non-disabled people
- people of different ethnic, cultural and religious backgrounds
- people of different marital status
- people of different gender identities

Principle 6: We consult and involve widely

We engage with a range of groups and individuals to ensure that those who are affected by a policy or activity are consulted and involved in the design of new policies, and in the review of existing ones. We consult and involve:

- disabled people (including those with intermittent medical and/or mental health needs) and non-disabled people
- people of different ethnic, cultural and religious backgrounds
- people of different gender identities
- people of different sexual identities
- Students, parents, carers, community and governor links

Principle 7: Society as a whole should benefit

We intend that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in public life of:

- disabled people and non-disabled people including those with intermittent medical or health needs
- people of a wide range of ethnic, cultural and religious backgrounds
- people of different gender identities
- people of different sexual identities
- Students, parents, carers, community and governor links

Principle 8: We base our practices on sound evidence

Evidence relating to equalities is integrated into a range of documentation including our Equality Impact Assessment and the School Evaluation Form.

Principle 9: Objectives

- We formulate and publish specific and measurable objectives based on the consultation we have conducted (principle 6) and the evidence we have collected (principle 8)
- The objectives which we identify take into account national and local priorities and issues, as appropriate.
- We keep our equality objectives under review, publish our objectives and actions taken to fulfil our responsibilities on our website, and report annually to Governors on any matters arising from our monitoring of this.

The curriculum

6. We keep each curriculum subject or area under review in order to ensure that teaching and learning reflect the principles set out above.
7. All students are encouraged to value their own cultural heritage and the culture and lifestyles of others, and to show respect for self and others while at the same time finding common ground to talk to one another and valuing living together in a community.
8. The school acts to support staff understanding of their responsibility for establishing a positive climate for debate and extending opportunities for discussion. Staff are encouraged to address widely held misconceptions to avoid the risk of students with limited experience arriving at consensus views of doubtful validity.

Ethos and organisation

9. We ensure the principles listed above apply to the full range of our policies and practices, including those that are concerned with:
 - students' progress, attainment and achievement
 - students' personal development, welfare and well-being
 - teaching styles and strategies
 - admissions and attendance
 - staff recruitment, retention and professional development
 - care, guidance and support

- behaviour, discipline and exclusions
- working in partnership with parents, carers and guardians
- working with the wider community.

Addressing prejudice and prejudice-related bullying

10. The school is opposed to all forms of prejudice which stand in the way of fulfilling the legal duties referred to in Paragraph 1 above:
 - prejudices around disability, special educational needs and students with medical needs (including those with intermittent medical or health needs)
 - prejudices around racism and xenophobia, including those that are directed towards religious groups and communities, for example antisemitism and Islamophobia, and those that are directed against Travellers, migrants, refugees and people seeking asylum
 - prejudices reflecting sexism, homophobia, transphobia and biphobia (and any other prejudices relating to gender or sexual identity).
11. We keep a record of prejudice-related incidents relating to students and, if requested, provide a report to the local authority about the numbers, types and seriousness of prejudice-related incidents at our school and how they are dealt with.
12. Prejudice related incidents involving students are identified, assessed, recorded and dealt with in compliance with our anti-bullying and discrimination incidents policies, and as set out in paragraph 22 below.

Roles and responsibilities

13. The Governing Board is responsible for ensuring that the school complies with legislation.
14. The Pay and Personnel Committee has consideration regarding the implementation of this policy, together with the Governor responsible for Equality, Diversity and Inclusion.
15. The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.
16. A member of the Senior Leadership Team, Assistant Head Pastoral Y7-11, has day-to-day responsibility for coordinating implementation of the policy.
17. All staff are expected to:
 - promote an inclusive and collaborative ethos
 - follow correct procedures for dealing with any prejudice-related incidents that may occur
 - plan and deliver curricula and lessons that reflect the guiding principles
 - support students in their class for whom English is an additional language
 - differentiate where appropriate for identified groups within lessons in line with this policy
 - ensure they are aware of appropriate inclusive language to use within our school
 - respect students' protected characteristics
 - keep up-to-date with equalities legislation relevant to their work
18. The school respects the religious beliefs and practice of all staff, students and parents, and complies with reasonable requests relating to religious observance and practice.

Information and resources

19. We ensure that the content of this policy is known to all staff and governors and, as appropriate, to all students and their parents and carers.
20. The school is actively creating a range of resources and training materials that discuss and explain concepts of equality, diversity and community cohesion in appropriate detail.

Staff development and training

21. We ensure that all staff, teaching and non-teaching staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams. This is facilitated through the school's CPD provision and the appraisal process.

Breaches of the policy

22. Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with. For staff, in line with our grievance, capability or disciplinary procedure as appropriate and as determined by the Headteacher. For students, in line with the Behaviour policy and/or the discrimination incident procedure.

Monitoring and review

23. We collect, study and use quantitative and qualitative data relating to the implementation of this policy, and make adjustments as appropriate.