



TOWN CLOSE SCHOOL

NORWICH'S FINEST PREP SCHOOL • FOR GIRLS & BOYS • 3-13 YEARS

EQUALITY, DIVERSITY AND INCLUSION POLICY v 1

Purpose of the policy

To ensure that Town Close School embraces diversity and inclusion in all its forms in an environment which treats all members of the community with equity, as well as meeting its legal obligations.

Introduction

Town Close School is committed to ensuring that equality, diversity and inclusion are at the very heart of our culture and community. We are proud of the fact that we are a British school with a progressive outlook. The pupil body is diverse; 25 nationalities and a variety of beliefs are represented. A culture of inclusion is central to the school's beliefs. However, we recognise that this important part of our education should be constantly discussed and reviewed. We will continue to work on eradicating all forms of discrimination both in school and in the wider community. We are dedicated to eradicating discrimination against any person or group protected by the 2010 Equality Act and ensuring that every member of the Town Close community feels respected, valued and supported.

Responsibility

Everyone in the community (staff, governors, contractors, pupils, parents and visitors) has responsibility for ensuring that the school environment fully supports equality, diversity and inclusion.

The Senior Management Team will be responsible for overseeing implementation of the policy and for ensuring that all staff are aware of their responsibilities and are supported in taking appropriate action against prejudice and discrimination.

Policy Aims

For all pupils and staff to have an equal opportunity to achieve their full potential to flourish.

For the school environment to be one where prejudice of any kind is challenged and where relationships are based on the values of respect, dignity and kindness.

For pupils and staff leaving the school to be prepared for global citizenship: empowered to lead with understanding and act in a way which embraces the diversity of global society.

Legal Framework

We embrace our duties under the Equality Act 2010 to foster respectful and dignified relationships amongst the school community, and in particular to ensure that there is no discrimination against members of the community on grounds of the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity (including paternity)
- Race (colour, ethnic or national background)
- Religion or belief (including lack of belief)
- Sex
- Sexual orientation

We also welcome our duty under the DENI strategy for school improvement, Every School a Good School, 2009. The British legal framework reflects international standards of human rights, as expressed in the Human Rights Act 1998, the UN Convention on the Rights of the Child, and the UN Convention on the Rights of People with Disabilities.

Definitions

For the purposes of this policy, Town Close School defines:

- EQUALITY as ensuring that every individual has an equitable opportunity to make the most of their time whilst within our community.
- DIVERSITY as recognising people's differences and embracing the beauty and power of those differences.
- INCLUSION as a community where all are valued and respected and where none feel marginalised.

Equal Opportunities

Pupils: The school will not discriminate against, harass, or victimise a pupil or potential pupil whether through the admissions process, the education we provide, or by excluding them or subjecting them to disadvantage. The school welcomes disabled pupils and has an Accessibility Plan to ensure that where possible reasonable adjustments are made for pupils; current and prospective.

Staff: The school is committed to ensuring that equal opportunities principles are implemented and monitored for staff. Appointments and promotions are made based on merit and ability and in compliance with the law. We are committed to increasing the diversity of our staff to reflect the diversity of the pupil body. The school will seek to ensure that staff are treated with dignity throughout the employee life cycle and are not subjected to discrimination in the workplace.

Discrimination

We will seek to ensure that no member of our community suffers from:

DIRECT DISCRIMINATION – where a person is treated less favourably than others in comparable circumstances because of one or more protected characteristic.

INDIRECT DISCRIMINATION – where a person is at a disadvantage because provision, though equally applied, fails to account for a specific need they may have as a result of their protected characteristic.

VICTIMISATION – where a person who may have brought a complaint in respect of discrimination is then treated less favourably as a result.

HARASSMENT – where a person's personal safety and dignity is violated by a hostile environment created by a person or persons reacting to the first person's protected characteristic.

Awareness, Development and Implementation

The school curriculum is at the heart of delivering an education which ensures every pupil is aware of the challenges around equality and the need to respect the open, respectful and progressive environment. EDI messages are embedded in subject topics and examples, PSHEE, the external speaker programme, and co-curricular provision.

Just as important are the messages delivered through our pastoral provision: for example discussions in tutor time and assemblies.

Staff will receive training on supporting those with protected characteristics, and how best to help maintain and enrich a school culture which is warm, respectful and progressive. They will also have opportunities to feed back their views on EDI issues.

Our expectation is that Town Close staff will:

- Promote a positive, collaborative and inclusive culture across all areas of school life.
- Uphold high standards for all pupils; challenging prejudice and discrimination in accordance with our Behaviour Policy. Bullying of any kind, and in particular on the basis of protected characteristics, will be dealt with firmly.

Monitoring and Review

Staff observations and feedback will form an important part of monitoring.

Careful review of data collected by the school can also be used to monitor equality and diversity and to inform future planning and decisions.

Last reviewed December 2023

Next review December 2024