



Cundall Manor School

Equality Policy 2023

Created

August 2023

Review

August 2024

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Introduction

This policy refers to all pupils across the School from EYFS to the Senior School and recognises the Equality Act 2010.

Equality and diversity are extremely important to the Cundall Manor community. We are committed to proactively promoting equality, whilst recognising that this does not necessarily mean ‘treating everyone the same’. We seek to be aware of diversity, to challenge stereotypes, and to actively meet the individual needs of everyone in order to create and nurture a culture where each person can reach their full potential.

As a community we do not discriminate against anyone on the grounds of the following nine protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

As a community we aim to follow the principles of fairness and justice for our students (admissions, educational opportunities, access to all provisions, teaching and the classroom, pastoral care and discipline) and our employees (recruitment, selection, employment, promotion, training) and in our relations with parents, guardians and the wider community

Treating people equally does not necessarily involve treating everyone the same. Our policies, procedures and activities must not discriminate but our community wishes to celebrate diversity.

Also we seek to recognise that we must take account of diversity so that:

- In disability, reasonable adjustments are made
- In ethnicity, experiences of prejudice are acknowledged
- In gender, different needs and experiences are acknowledged
- In religion and belief, we can learn from each other
- In sexual identity, we can understand and support each other.

Our community expects everyone who is on school premises to meet the principles of fairness and justice that we follow. This includes our parents, visitors to the school, our governors, trades people and any others who may hire and use the premises in and out of normal school hours.

Rationale

Cundall Manor School provides an education for all, acknowledging that the society in which we live is enriched by diversity. We strive to recognise and celebrate the diversity within our school community where everyone is equally valued and treats one another with respect and fairness. Community links are at the heart of what makes a strong and safe community. We aim that Cundall Manor is a place where:

- There is a warm, welcoming, happy atmosphere that is secure, stimulating and supportive of learning.
- We encourage all our pupils to do their best to make them feel confident, valued and proud to be themselves.
- Positive relationships are adopted between pupils, staff and parents/carers; bullying and anti-social behaviour will not be tolerated
- Our pupils can achieve to the highest level possible; achievement by others is celebrated; different intelligences are recognised; pupils can pursue many different interests; and achieve a broad knowledge of the world to equip them for life.

Aims

A) Eliminate Discrimination

The Behaviour Policy recognises the need to confront bullying behaviour and unkind behaviour of any sort. Evidence of significant behavioural issues and subsequent action (whether they were a 'target' or a 'perpetrator') is recorded on our online monitoring system CPOMS. These records are reviewed regularly to identify patterns of bullying behaviour.

Should anyone be a victim of unlawful discrimination we will support both the victim and the perpetrator in tackling and overcoming the difficulties involved.

We strive to remove any forms of indirect discrimination in our practices, our forms of address, our administration and our documentation.

We will challenge any discrimination, stereotyping and prejudice whenever it occurs. We will act immediately to prevent any repetition of the incident.

We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice.

B) Equality of Opportunity

We will recruit pupils who will benefit from the education offered at Cundall Manor without unlawful discrimination thus ensuring equality of opportunity to our applicants.

All pupils are encouraged to achieve their highest potential in every area of school life. All pupils are eligible for promotion and election to positions of responsibility on the sole grounds of merit, ability and skills for the chosen task.

Where reasonable and in relation to the School occupying a rural site, we aim to make our premises as accessible as possible to all users.

C) Foster Good relationships

We promote an understanding of difference through the topics studied by our pupils.

Our curriculum reflects attitudes, values and respect.

Diversity is celebrated in food provision enjoying cultural differences

We aim that our whole school assemblies should occasionally headline diversity

We encourage our students to talk about themselves in a safe environment.

We seek to challenge stereotypes and foster understanding for all through our PSHE curriculum

Equality, Diversity and Cohesion in Practice

We recognise that there is a public sector equality duty (PSED) (clause 149, Equality Act 2010) relating to our Aims.

In order to carry out our duty we will annually identify specific and measurable objectives. These will be formulated through consultation within the community and will be followed by measurable action. The objectives will relate to our Aims.

Responsibilities

The Governing Body has overall responsibility for this policy and the Safeguarding, Welfare and Pastoral Committee has a 'watching brief', liaising with the Deputy Head Pastoral and Headmaster. The Headmaster has a responsibility to help staff be aware of equality issues; the Deputy Heads will have day to day responsibility for co-ordinating implementation of the policy. All staff are expected to promote inclusion, a positive ethos and to tackle prejudice-related incidents. This policy is available on the website.

Procedure in the event of a possible breach

If a pupil feels that this policy has been breached, they should inform the Deputy Head or a teacher they feel comfortable speaking to, who will take responsibility for any necessary investigation.

Students will not be victimised in any way for making such a complaint in good faith. Complaints of unlawful discrimination will be dealt with seriously, in confidence and as soon as possible.

Disciplinary action may need to be taken against any student or employee who is found to have committed an act of unlawful discrimination.

Allegations of unlawful discrimination not made in good faith will also be considered a disciplinary matter.

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