

Three Schools Equality & Diversity Statement

Implementation Date	September 2016
Date/term of last review	September 2017
Author	Bursar
Review body (individual or group)	Head of HR
Approval Body	Bursar
ISI Regulatory Paragraph Number	NMS16 & 210
Next Review Period	Autumn 2018

Tick which category this document refers to:

ISI requirement to be made available	✓
ISI requirement to be on website	✓
Website	
Internal only	

Bedales School is a welcoming school where everyone is valued highly and where tolerance, honesty, co-operation and mutual respect for others are fostered. We are committed to the development of the whole person within a supportive, secure and creative environment. A broad, balanced and appropriate curriculum provides equal opportunity for all pupils to maximise their potential regardless of age, sex, race, colour, religion or disability. We endeavour to promote positive relationships with parents, governors and members of the wider community.

The School aims to promote equality and tackle any form of discrimination and actively promote harmonious relations in all areas of school life. It seeks to remove any barriers to access, participation, progression, attainment and achievement.

We aim to:

- provide a learning environment where all individuals see themselves reflected and feel a sense of belonging;
- prepare children for life in a diverse society in which children are able to see their place in the local, regional, national and international community;
- provide positive non-stereotyping information about different groups of people regardless of gender, ethnicity, disability, sexual orientation, religion and age;
- plan systematically to improve our understanding and promotion of diversity;
- actively challenge discrimination and disadvantage;
- make inclusion a thread which runs through all our activities.

To achieve these aims we will:

- involve stakeholders (members of staff, students etc) in the development, review and evaluation of all policies, procedures and practices;
- ensure that the wider school curriculum makes explicit and implicit provision to promote and celebrate diversity;
- have high expectations of behaviour which demonstrates respect to others.

In particular, it is the responsibility of all staff to:

- be vigilant in all areas of the school for any type of harassment and bullying;
- deal effectively with all incidents from overt name-calling to the more subtle forms of victimisation caused by perceived differences;
- identify and challenge bias and stereotyping within the curriculum and in the school's culture;
- promote equality and good relations and not discriminate on grounds of race, gender, religion, age and sexual orientation;
- promote an inclusive curriculum and whole school ethos which reflects our diverse society;
- keep up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources.

The legal framework for this policy is:

Race Relations Act 1976;

Race Relations Amendment Act 2000;

Sex Discrimination Act 1986
Children Act 1989;
Equality Act 2010; and
Code of Practice for Special Educational Needs and Disability 2014.

Some of the ways in which we support equality and diversity are set out below:

Admissions:

- The School expressly promotes equality and diversity
- We advertise our school widely
- We reflect the diversity of members of our society in our publicity and promotional materials
- We provide information in clear, concise language, whether in spoken or written form • We have in place policies to ensure Child Protection and Welfare, Anti-bullying, Equal Opportunities and Eudaimonia (PSHE) Schemes of Work
- We provide information in as many languages as possible if needed
- We base our admissions policies on fair systems
- We do not discriminate against a child with a disability or refuse a child entry to the School because of any disability
- We develop action plans to ensure that people with disabilities can participate successfully in the services offered by the College.

Employment:

- Post are advertised and all applicants are judged against explicit and fair criteria
- The applicant who best meets the criteria is offered the post, subject to references and checks by the Disclosure and Barring Service, regardless of age, sex, race, colour, religion or disability. This ensures fairness in the selection process
- All job descriptions include a statement which requires staff to be aware of and comply with the school's policies and procedures relating to equal opportunities and dignity at work
- We believe the application process to be fair and accessible.
- Further information can be found in the Equal Opportunities policy, which is available to all staff

Training:

- We seek out training opportunities for staff and volunteers to enable them to develop practices which enable all children to flourish
- We ensure that during the appointment process all new staff are provided with the Equal Opportunities policy and the Respect and Dignity at Work policy under the aim of ensuring that all staff are aware of their responsibilities and the Bedales School stance.

Activities:

- The School ethos and activities in school encourage children to develop positive attitudes to people who are different from themselves. We will work to encourage children to empathise with others
- We make children feel valued and good about themselves
- We ensure that children have equality of access to learning, reflecting the widest possible range of communities in the choice of resources
- We avoid stereotypes or derogatory images in the selection of materials
- We celebrate a wide range of festivals
- We create an environment of mutual respect and tolerance
- We help children to understand that discriminatory behaviour and remarks are unacceptable
- We ensure that the activities offered are inclusive of children with special educational needs and children with disabilities
- We ensure that children whose first language is not English have full access to the activities and are supported in their learning and play.

Valuing Diversity in Families:

- We welcome the diversity of family life and work with all families
- We encourage parents/carers to take part in the life of the College and to contribute fully
- For families who have a first language other than English, we value the contribution their culture and language offer
- We offer a flexible payment system for families of different means.

Food:

- We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met, for example through the Student Food Committee
- We help children to learn about a range of food, cultural approaches to mealtimes and eating and to respect the differences among them.

Other Relevant Policies:

The School has a Disability Policy and an Accessibility Plan covering 3 years and these can be made available on request.