



## APPLEFORD SCHOOL SINGLE EQUALITIES POLICY

***This Policy subsumes policy in the following areas: Disability; Race Equality; Equal Opportunities; and Equality and Diversity applies to the whole school, including boarding.***

The Policy is publicly available on the school website and upon request a copy (which can be made available in large print or other accessible format if required) may be obtained from the School Office. All who work, volunteer or supply services to our school have an equal responsibility to understand and implement this policy and its procedures both within and outside of normal school hours including activities away from school.

***We have a whole school approach to safeguarding, which is the golden thread that runs throughout every aspect of the school. All our school policies support our approach to safeguarding (child protection). Our fundamental priority is our children and their wellbeing; this is first and foremost.***

All who work, volunteer or supply services to our school have an equal responsibility to understand and implement this policy and its procedures both within and outside of normal school hours including activities away from school. This policy also takes into consideration the National Minimum Standard (NMS) for residential special schools (RSS).

**Legal Status:** prepared with regard to the Equality Act 2010 (inclusive of Schedule 10), the Public Sector Equality Duty 2011, Race Relations Act 1976, Race Relations Amendment Act 2000, Sex Discrimination Act 1986, Children's Act 1989 and Special Educational Needs and Disability Act 2001 and the Education (independent School Standards) (England) (Amendment) Regulations 2014 in force from 5<sup>th</sup> January 2015. KCSIE September 2022.

### **Applies to:**

- All activities provided by the school and all other activities provided by the school, inclusive of those outside of the normal school hours;
- All staff (teaching and support), pupils, visitors within the school, volunteers, external contractors and providers hired by the school (e.g. school excursion providers).

In our school the term 'staff', in the context of safeguarding, is inclusive of all staff and is also inclusive of students on placement, contractors, agency staff, volunteers and proprietor.

### **Related Documents:**

- Accessibility Plan
- Admissions Policy
- Anti (counter)Bullying Policy
- Behaviour Management Policy
- Curriculum Policy
- SEN Policy
- Staff Handbook
- Medical and First Aid Policy
- Negotiation and Grievance Procedure
- Online Safety and Mobile Device Policy
- Health and Safety Policy
- Staff Behaviour Policy (previously Staff Code of Conduct)
- Risk Assessment Policy
- Safeguarding
- Safer Recruitment Policy
- Reasonable Adjustments Policy

KCSIE September 2022

**Monitoring and Review:** This policy is subject to continuous monitoring, refinement and audit by Dr Peter Gardner (Managing Director), the Advisory Board and Mr David King (Headmaster). The Proprietor will undertake a full annual review of this policy and procedures, inclusive of its implementation and the efficiency with which the related duties have been discharged. This discussion will be formally documented in writing. The Proprietor recognises the expertise staff build by undertaking safeguarding training and managing safeguarding concerns. Any deficiencies or weaknesses recognised in arrangements or procedures will be remedied

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immediately and without delay. All staff will be informed of the update/reviewed policy and it is made available to them in either a hard copy or electronically.

Date reviewed: September 2023

Date of next review: September 2024

Signed:



Dr Peter Gardner  
Directing Lead and Proprietor



Mr David King  
Headmaster and Company Director

**Aims:** This policy exists in order to ensure that all the provisions of relevant equality laws, and the recommendations of associated codes of practice, are fully observed throughout all areas of Appleford School. Our duties under the Equality Act 2010 include dealing with issues related to pupils with special educational needs/disabilities and making reasonable adjustments for these pupils. This has implications for the School's Admission Policy. We aim to create and protect a learning environment free from any forms of discrimination, victimisation, or harassment. Appleford School celebrates every individual, supporting them to meet their full potential, regardless of age, gender, social or ethnic background, nationality, colour, religious affiliation, physical disability, or sexual orientation.

**Definitions:** In our school, when we talk about equality, diversity, and inclusion, it's with an understanding that these are separate but interlinked issues which require different approaches.

**Equality:** In our school, equality means making sure everyone is treated fairly and with dignity and respect. In our school, we understand equality requires challenging discrimination and removing barriers, so that everyone has opportunities to achieve their desired outcomes.

**Inclusion:** In our school, inclusion is defined as a state of belonging. This means that all individuals are empowered and feel valued. It is engrained into the operations of Appleford School.

**Diversity:** Diversity in our school is all about recognising the benefits of different beliefs, backgrounds and abilities. We promote an environment that values these diverse, experiences, skills and perspectives

**Schedule 10 of the Equality Act 2010:** requires the Directors of The Appleford School to have an Accessibility Plan, in writing, which is kept over a prescribed period which covers:

- increasing the extent to which disabled pupils can participate in the school's curriculum,
- improving the physical environment of the school for the purpose of increasing the extent to which disabled pupils are able to take advantage of education and benefits, facilities or services provided or offered by the school, and
- improving the delivery to disabled pupils of information which is readily accessible to pupils who are not disabled. The delivery must be within a reasonable time and in ways which are determined after taking account of the pupils' disabilities and any preferences expressed by them or their parents.

The Accessibility Plan must be implemented by the Proprietor, who must have regard to the need to allocate adequate resources for implementing the plan. The plan must be kept under review during the period, and, if necessary, revise it.

**Definition of Disability:** "A person has a disability if he or she has a physical or mental impairment that has a substantial and long term adverse effect on his or her ability to carry out normal day to day activities."

**Special Educational Needs and Disability (SEND) Policy:** Appleford School SEND Policy includes:

- an explanation of how the individual needs of all children will be met (including how children who are disabled or have special educational needs (SEN) will be included, valued and supported, and how reasonable adjustments will be made for them);
- the name of the special educational needs co-ordinator (Head of Learning Support);
- arrangements for reviewing, monitoring and evaluating the effectiveness of inclusive practices that promote and value diversity and difference;
- how inappropriate attitudes and practices are challenged; and
- how the provision encourages children to value and respect others.

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**Guiding Principles:** Appleford School is committed to a policy of equality of opportunity in respect of all its members. To this end, we take steps to ensure that pupils appreciate racial and cultural diversity and avoid and resist racism. Fundamental to its life as a school community is the belief that all individuals, regardless of age, gender, social or ethnic background, nationality, colour, religious affiliation, physical disability, or sexual orientation are of equal value. In order to ensure that our school community is one in which these values flourish, Appleford School is guided by the following principles in relation to Equality. Personal, Social, Health, Economic Education (PSHEE), including Social, Moral, Spiritual, Cultural (SMSC) Education, instructs all aspects of school life.

### **Principle 1**

**All learners are valued, and their contributions recognised:** learners are supported and encouraged to maximise their potential and to contribute fully in all areas of school life. Contributions are regularly recognised: on a small scale, through regular verbal and written feedback by teaching staff; on a larger scale, through weekly certificates and end-of-term prizes and Reward Days which include academic, theatrical, dramatic, and sporting achievement, as well as dedication to qualities of Excellence, Respect, Courage and Perseverance. We aim to give every pupil a sense of achievement and fulfilment regardless of disability, ethnicity, culture, national origin, national status, sex, gender, religious or non-religious affiliation, sexual orientation or gender identity. Mindful of our tradition within the Christian community of the British Isles, we are also fully committed to the fundamental ethical principles of:

- Consideration for others
- Awareness of the importance and celebration of each and every individual within the School community
- The need to respond generously to the needs of those less economically fortunate than ourselves.

School assemblies which can, at times, be taken by visiting religious leaders of various denominations and faiths, will cover themes of shared concern and are not biased in respect of any religion, denomination or gender. Just as cultural and religious diversity within the School community is to be valued, so it is important that the life and direction of individual religious groups should be supported within the context of Appleford School.

### **Principle 2**

**Diversity is recognised and respected.**

Treating people with respect and consideration, in accordance with Principle 1, does not necessarily mean that everyone should be treated identically. We aim to treat members of our school community with the utmost consideration and respect, and in doing so will approach their life situations, experiences and problems with a personalised and differentiated response in accordance with their particular needs. We will also recognise and respond to problems that people may face, and will recognise and work to eliminate discrimination, in relation to:

- Disability
- Ethnicity
- Sex
- Gender
- Religion, belief or faith background
- Sexual Orientation
- Gender identity

And as relevant:

- Pregnancy/maternity

And in relation to employment:

- Age
- Marriage/civil partnership

The Proprietor will avoid unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy. Person and job specifications will be limited to those requirements that are necessary for the effective performance of the job. Candidates for employment or promotion will be assessed objectively against the requirements for the job, taking account of any reasonable adjustments that may be required for candidates with a disability. Disability and personal or home commitments will not form the basis of employment decisions except where necessary.

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Appleford School fully acknowledges its moral duty (as related to the United Kingdom's Race Relations Act, 1976, Section 1) to promote equality of opportunity and good relations between members of different racial groups and it positively welcomes any communal or educational opportunities afforded by the school's cultural and religious diversity. All members of the School (whether of the student body, teaching or support staff) deserve to be treated with dignity and respect and with a sensitive understanding of their religious, cultural and racial differences and of the consequences thereof. Racially abusive language by students or staff will not be tolerated. If racial, religious or cultural elements are discovered to be present in incidents of bullying, these must be acknowledged and challenged. Racially abusive language by staff or students will be a matter for disciplinary action.

Special leave for religious reasons will not be unreasonably refused by the School. Applications for such leave should be made in writing to the Headmaster, giving at least a month's notice. Any special leave granted will be treated as unpaid leave; part-time employees may be given the option of making up lost time if this would benefit the School. School lists are organised chronologically or alphabetically, rather than by gender (unless this is required by an outside agency for a particular purpose). Equal opportunities will be considered when grouping children for activities. This may involve specific grouping to ensure that every child participates fully (e.g. by attainment). Each child will be given opportunities to exercise responsibility within the classroom or the school, with care taken regarding stereotyping of roles. We see boys and girls as both carers and leaders. When lining up, boys and girls are mixed (within their own class). A quiet room is provided for those who prefer less boisterous activities at break times.

### **Principle 3**

**Everyone is welcomed and made to feel comfortable within our school community:** our policies and practices should work to ensure that relations between different individuals and identity groups within school are positive, cordial and tolerant. This includes the promotion of:

- Positive attitudes, knowledge and understanding towards disability.
- Positive attitudes, knowledge and understanding of different ethnicities, cultures, religions, races and nationalities.
- Positive attitudes and mutual respect between boys and girls; women and men; and an intolerance of any sexual, homophobic or gender-based prejudice.

We welcome all applicants to join the school, whatever the background or physical disability of a child. We also seek to ensure that people with disabilities are not discriminated against when applying for jobs at our school. We take all reasonable steps to ensure that the school environment gives access to people with disabilities. So, for example, all children have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls. If a child's religion affects the school uniform, then the school will deal with each case sensitively and with respect for the child's cultural traditions. We celebrate the cultural diversity of our community and show respect for all minority groups. We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

### **Principle 4**

**Appleford School follows best practice in staff recruitment, retention, Continuing Professional Development (CPD), and cessation of employment:** all policies and practices adopted by Appleford School should be of benefit to employees and potential employees, in all areas of recruitment, promotion, retention, CPD, discipline, dismissal and redundancy. Employees and potential employees should receive equal opportunities in these areas, regardless of age, gender, social or ethnic background, nationality, colour, religious affiliation, physical disability or sexual orientation. As relevant, employees and potential employees should be given equal opportunities regardless of pregnancy, maternity, marriage/civil partnerships. Being a committed equal opportunities employer, Appleford School will take every possible step to ensure that employees are treated equally and fairly in respect of these matters, be they staff or pupil, and Appleford School challenges stereotyping and prejudice whenever it occurs.

All pupils have equal access to the full range of educational opportunities provided by the school, and we are always striving to remove all forms of indirect discrimination that may form barriers to learning. All policies and practices will conform to the principle of equal opportunities in terms of recruitment, selection, training, promotion, career development, discipline and dismissal, and redundancy.

### **Principle 5**

**We will recognise and address inequalities and barriers that already exist:** Appleford School aims to foster an environment in which inequalities in any form are not manifest in our community. We will, however, commit to recognising any forms of inequality that do arise, and will work to combat these in the most effective manner possible.

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**Anti-Racism:** It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident. We endeavour to make our school welcoming to all minority groups. We promote an understanding of different cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school.

Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. Should anyone at our school be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have.

The following are some ideas on how racism can be combatted:

- Pupils' names should be pronounced correctly and nicknames should be the prerogative of the nicknamed.
- Attention should be paid to spelling names correctly at all times.
- Literature in school should include names from a wide variety of cultures.
- Racist language must be categorically rejected.
- Racial stereotypes should never be used or allowed. Those in classical literature must be made explicit to pupils and contextualised.
- Bi-lingual pupils and parents must be allowed to nominate an interpreter when necessary.
- Lack of fluency in the English language should not be used as an indication of academic potential.

**Racism and tackling racial harassment:** Racially abusive language by children and young people or staff will not be tolerated. If racial, religious or cultural elements are discovered to be present in incidents of bullying, these must be acknowledged and challenged. Racially abusive language by staff or children and young people will be a matter for disciplinary action. There are established procedures for dealing with incidents of racism and racial harassment which is understood by everyone in the school community. Any incident of racial harassment is unacceptable in our school. Incidents could take the form of physical assault, verbal abuse, and damage to a pupil's property or refusal to co-operate in a lesson, due to the ethnicity of a pupil or member of staff. Any adult witnessing an incident or being informed about an incident must follow these agreed procedures:

- Stop the incident and comfort the pupil who is the victim
- Reprimand the perpetrator and inform the victim what action has been taken
- If the incident is witnessed by other pupils, tell them why it is wrong
- Report the incident to the Headteacher and inform them of the action taken
- Inform the teacher(s) of both the victim and the Perpetrator, then record what happened
- Inform both sets of parents

#### **Sex:**

- No pupil should be excluded from receiving the curriculum on the basis of their sex.
- No privileges must be reserved for pupils on the basis of their sex.

#### **Class:**

- Assumptions should not be made about pupils' home circumstances or potential based on social class.
- Pupils must be allowed to talk in their natural dialect as and when they need to.
- Direct speech in children's work may reflect dialect, particularly in the Prep school before punctuation differentiates speech in written work.

#### **Principle 6**

**The wider community and society should benefit from our policies and practices:** we intend that our policies and practices contribute to the creation and maintenance of a diverse, tolerant and socially cohesive community. We view The Appleford School as playing a part in the creation of such communities at a school, local, regional, and national level. We aim to encourage the active participation of all individuals and groups in society and in public life, regardless of age, gender, social or ethnic background, nationality, colour, religious affiliation, physical disability, or sexual orientation. We intend to promote a society in which discrimination, victimisation, and harassment on the basis of any perceived 'difference' is not tolerated.

#### **Principle 7**

**On-going review and appraisal:** Appleford School is committed to regular review of its equalities policy, which will be evaluated and edited in the light of public research; individual comments and/or complaints; quantitative and qualitative information gathered by

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the school. Appleford School is open to feedback and response on all matters related to its equalities policy from all stakeholders, including pupils, staff, parents, and Directors.

**When reviewing this policy, we give serious thought to the following questions:**

- How do we define inclusion at our school?
- How well do we engage with our key stakeholders and understand how inclusive we are?
- Do we promote an inclusive culture in our school?
- Do we give our staff enough support to help them be inclusive in their roles?
- Do we promote and encourage the calling out of exclusionary behaviour?
- Is the tone set by the proprietor, Headmaster and Senior Management Team?
- Do we include and support our support staff?
- Is our classroom inclusive?

### **Procedures for addressing discriminatory behaviour.**

**Definitions:**

**Discrimination:** treating one person less favourably than another on the grounds of age, gender, social or ethnic background, nationality, colour, religious affiliation, physical disability, marital status, or sexual orientation.

**Harassment:** any unwanted conduct which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment. It can be persistent or isolated and includes behaviour which induces anger, stress, anxiety, fear, or sickness on the part of the person being harassed. It can be physical, verbal, direct or indirect and can include gestures, intimidation, unwelcome remarks, suggestions, propositions, malicious gossip, jokes, and 'banter'. In addition, non-verbal harassment can include offensive literature, pictures, graffiti, isolation, non-co-operation, or unwelcome physical conduct. The school will not tolerate any form of harassment or bullying: such behaviour is totally unacceptable, and the School looks to support any employee who is suffering from harassment. The School strives to provide a neutral working environment in which no-one feels threatened or intimidated.

**Victimisation:** treating one person less favourably than another on the grounds that that he or she has brought discrimination proceedings, given evidence or information regarding discrimination proceedings or alleged discrimination or because he or she intends to do any of these acts.

**Unwanted Behaviour:** If you feel that you have been discriminated against, harassed or victimised in breach of the principle of equal opportunities set out above, you are entitled to complain using the procedures set out below.

### **Informal Resolution**

**Stage 1:** You should speak or write to the individual concerned informing him or her that their behaviour is unwelcome.

**Stage 2:** If the unwanted behaviour continues, you should ask the Headmaster to speak to the person concerned.

**Stage 3:** If the unwanted behaviour continues, you should keep a record of any relevant incidents and consider taking formal action as set out below.

### **Formal Procedure**

**Formal notification:** If you feel that the informal procedure has not stopped the unwanted behaviour or that the behaviour is too serious to be resolved by using that procedure, you should follow the formal parts of the School's Negotiation and Grievance Procedure, No 9.2. You will be entitled to an appeal against any decision in accordance with the Grievance Procedure. Under the Grievance Procedure, any grievance will be investigated thoroughly by an impartial member of management. Where possible, the member of staff complaining of harassment or discrimination will be kept anonymous. Any mischievous, vexatious or malicious claims of harassment of any nature will be regarded as gross misconduct.

**Roles and Responsibilities:** all staff and stakeholders should recognise that they have a specific role and responsibility in their day-to-day work to:

- promote equality, inclusion and good community relations;
- challenge inappropriate language and behaviour;
- tackle bias and stereotyping;
- respond appropriately to incidents of discrimination and harassment and report these;

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- highlight to the Senior Management Team any staff training or development that they require to carry out the above role and responsibilities;
- promote equality, inclusion and good community relations;
- challenge inappropriate language and behaviour;
- tackle bias and stereotyping;
- work to promote anti-bullying strategies;
- respond appropriately to incidents of discrimination and harassment and understand the action needed to report these.

### **Your Responsibilities**

- Every employee is required to assist the Headmaster and Proprietor and the whole school to meet its commitment to provide equal opportunities in employment and avoid unlawful discrimination.
- Employees should be aware that they can be held personally liable as well as, or instead of, the Proprietor for any act of unlawful discrimination. Employees who commit serious acts of harassment may also be guilty of a criminal offence.
- Acts of discrimination, harassment, bullying or victimisation against employees or parents and their families are disciplinary offences and will be dealt with under the school's disciplinary procedure. Discrimination, harassment, bullying or victimisation may constitute gross misconduct and could lead to dismissal without notice

### **The Role of the Proprietor**

- It is the Proprietor's role to implement the school's equal opportunities and anti-racist policy.
- It is the Proprietor's role to ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.
- The Proprietor ensures that all recruitment and selection processes give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.
- The Proprietor promotes the principle of equal opportunity when developing the curriculum and promotes respect for other people in all aspects of school life, for example, in the assembly, where respect for other people is a regular theme, and in displays shown around the school.
- The Proprietor treats all incidents of unfair treatment and any racist incidents with due seriousness.

**The Role of the Class Teacher:** the class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child. When selecting classroom material, the class teacher should pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.

When designing schemes of work, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues. So, for example, History topics in our school include examples of the significant contributions women have made to developments in this country's history. In Geography topics the teacher attempts to show the true diversity of development in different parts of the world. All our teachers challenge any incidents of prejudice or racism. We record any incidents and draw them to the attention of the Headmaster.

**Equality of Opportunity: Employment Code of Practice:** Appleford School is an equal opportunities employer and aims to implement best practice in this area.

**Recruitment:** all newly created posts will normally be advertised externally in the national press, and/or in local press, and/or in specialist journals / on the school website as appropriate to the position in question. Our aim in doing this is to encourage suitable applicants from a broad range of backgrounds. In observing equal opportunities practice, Appleford School will also make clear in employment advertisements and application packs our exemption under the Rehabilitation of Offenders Act as part of our Child Protection commitments.

**Selection of Candidates:** we will clearly define requirements for selection in the job descriptions sent to candidates as part of the employment application process. Selection criteria for employment will be objective, job-specific and carefully assessed as necessary to the fulfilment of the position.

Interviewing and short-listing will be carried out in a consistent and fair manner across all positions and departments within the school, in order to ensure an equitable and non-discriminatory practice. Selection methods for interviewing and short-listing will be

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objective and directly relevant to the nature of the vacant position. Interviewing must only be carried out by suitably qualified and prepared panels of staff.

**Existing Workforce:** the school will monitor the ethnic, gender and age composition of the existing workforce and of applicants for jobs (including promotion), and the number of people with disabilities within these groups, and will consider and take any appropriate action to address any problems that may be identified as a result of the monitoring process.

**Job Applicants Equality Profile:** Appleford School will regularly monitor the ethnic/gender/age/disability profile of job applicants applying to the school throughout the main stages of recruitment (application, short-listing, and interview) using the information voluntarily provided by applicants in the personal information section of the job application form. This is the responsibility of the Personnel Officer.

**Employee Training and Development:** Appleford School is committed to equality of opportunity in terms of access to CPD and training to increase employees' knowledge, skills and professional awareness in order that they are more readily able to fulfil their full professional potential.

#### **Grievances Following Termination of Your Employment**

**Procedure:** If you wish to raise a grievance in writing following the termination of your employment, you should follow the relevant provisions of the School's Grievance Procedure.