

Charlton House Independent School



‘Love One Another’

EQUALITY & DIVERSITY POLICY

**Reviewed and approved by the full governing body September 2024
To be reviewed by FGB October 2025**

Date	December 2021	Sept 2022	Sept 2023	Sept 2024
Reviewed by	FGB	FGB	FGB	FGB

Charlton House Independent School Equality Policy

Introduction

The policy outlines the commitment of the Proprietor, Governors, Head Teacher and staff of Charlton House Independent School to ensure that equality of opportunity is available to all members of the school community. For our school this means, not simply treating everybody the same but; understanding and tackling the different barriers which could lead to unequal outcomes for different groups of pupils in school; celebrating and valuing the equal opportunity achievements and strengths of all members of the school community.

We believe that equality at our school should permeate all aspects of school life. It is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth. This is underpinned by our School Mission Statement to 'love one another'.

At Charlton House Independent School, equality is a key principle for treating all people the same irrespective of their gender, ethnicity, disability, religious beliefs, sexual orientations, age or any other recognised area of discrimination.

We are not an academically selective school, and we believe that the education experience can only be enriched if children/staff are exposed to as wide a range of cultural experiences as possible.

Links to other policies

This policy should be read in consideration with other policies, including our Anti-bullying Policy, Curriculum Policy, SEND Policy, Accessibility Plan, Admissions Policy and our Single Equality Statement and Objectives.

Aims

- To provide the best in teaching and resources through a curriculum delivery which goes beyond the classroom and prepares our pupils for the next stage in education and beyond.
- To enable pupils, by the end of their school careers, to take a full and active part in society as independently as possible
- To develop the knowledge, skills, experience and imagination of pupils, providing educational experiences which are more effective than that offered in a mainstream school.
- To minimise the effect of, or compensate for any disabilities or learning difficulty
- To ensure that Charlton House Independent School is a place in which our pupils and staff feel confident, safe and secure.
- To be a place where the pupils and their parents feel individually known and a community with which they are proud to be connected.

Philosophy

Charlton House Independent School is committed to giving all our pupils every opportunity to achieve the highest of standards. Within this ethos of achievement, we do not tolerate bullying and harassment of any kind. We actively tackle any form of discrimination regarding race, disability, gender, religion or belief, sexual orientation, pregnancy and maternity, gender reassignment, and promote equal opportunities and good relations between and amongst all.

We aim to ensure that the school promotes the individuality of all our members, irrespective of ethnicity, attainment, age, disability, gender or background. We are committed to ensuring that positive action is taken where necessary to redress the balance of inequality that may exist. We aim to reflect the diversity of our local

community and society and ensure that the education we offer fosters positive attitudes to all people. Our school admissions policy is equally open to pupils of all groups.

Guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

The Curriculum

The curriculum aims to recognise the potential of each individual. Activities and the use of equipment offer all children the opportunity to develop in an environment that is free from prejudice and discrimination and one that promotes and values diversity and difference as well as fundamental British values. Appropriate opportunities are given to children to acknowledge and value similarities and differences between themselves and others through the curriculum, PSHE and RE. This is monitored and reviewed annually to ensure the effectiveness of inclusive practices. Staff play an active role in monitoring the implementation of Charlton House Independent School's policy on equal opportunities. Use is made of PSHE, collective worship and assemblies, promotion of our School Mission Statement and other curriculum activities to challenge inappropriate attitudes and practices. We promote children to value and respect others. In sport we ensure that both boys and girls have the opportunity to participate in comparable sporting opportunities.

Resources

These will be chosen to give children a broad and balanced view of the world and an appreciation of the rich diversity of a multi-racial and diverse society. Materials are carefully chosen to avoid stereotyping and use images and words which reflect positively the contribution of all members of society.

SEND

Charlton House Independent School SENDCo is Mr Stephen Darby, who is responsible for overseeing that the individual needs of pupils with SEND are being met appropriately. The school recognises that children have a wide range of special needs which differ from time to time and will actively consider what part it can play in meeting these as they arise. (See also the school's SEND Policy).

Discriminatory Behaviour/Remarks

Harassment in all its forms is unlawful and unacceptable; our Behaviour and Anti-Bullying Policies contain clear procedures for dealing with unlawful discrimination. A successful equal opportunities policy requires strong and positive support from parents and carers and full acceptance of the School's ethos of tolerance and respect.

English as an Additional Language

Members of the community who do not have English as their first language are valued and every assistance will be given to them. Their first language will be recognised and respected and suitable opportunities for use of that language sought. Where pupils are not yet fluent in spoken and written English, or are approaching fluency in spoken English appropriate support will be put in place to allow pupils to engage with the curriculum. Where additional provision – beyond what the school can ordinarily offer – to enable the 1:1 tuition of English as an Additional Language (EAL) is required, there may be an additional parent expense to facilitate this.

Requests for Variation in the School Uniform

Although the School has Christian roots, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths and offer the opportunity for everyone to practice their own faiths. However, parents should be aware that all pupils are required to wear a uniform. The Headteacher will consider written requests from parents for variations in the uniform on religious grounds that are consistent with the school's ethos and its policy on health and safety. The Head Teacher may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request.

Equal Opportunity in Recruitment

The School is committed to adhering to equal opportunities legislation at all stages of recruitment and selection. Short listing, interviewing and selection will always be carried out without regard to gender, sexual orientation, marital status, disability, colour, race, nationality, ethnic or national origins, age, trade union membership, gender reassignment or pregnancy.

Any candidate with a disability will not be excluded unless it is clear that the candidate does not meet the minimum criteria outlined in the job and competency requirements. Reasonable adjustments to the recruitment process will be made to ensure that no applicant is disadvantaged because of his/her disability. Employment vacancies, volunteers or placements will be advertised and in all cases the candidate who meets the person/job specification will be considered for the position using the School employment procedures. All applicants will be treated fairly and given equal opportunity in their pursuit of a post.

Roles and Responsibilities

All members of the Charlton House Independent School community have a responsibility towards supporting the equality agenda. Specific responsibilities are:

The Proprietor and Governing Body are responsible for ensuring that:

- the school complies with all equalities legislation relevant to the school community.
- the school's Equality and Diversity Policy is maintained and updated regularly.
- procedures and strategies related to the policy are implemented.

The Head Teacher is responsible for:

- providing leadership and vision in respect of equality, along with the governing board.
- overseeing the implementation of the Equality and Diversity Policy.
- co-ordinating the activities related to equality and evaluating impact.
- ensuring that all who enter the school are aware of, and comply with, the Equality and Diversity Policy.
- ensuring that staff are aware of their responsibilities and are given relevant training and support.
- taking appropriate action in response to racist incidents, discrimination against persons with a disability and sexual harassment and discrimination.

All staff are responsible for:

- dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping.
- not discriminating on grounds of race, disability, or other equality issues.
- keeping up to date with equalities legislation by attending training events organised by the school or recognised training provider.

Parents

By choosing Charlton House Independent School to provide their child(ren)'s education, parents are expected to support the school values on equality and diversity, including supporting this and associated policies. Concerns and/or complaints relating to how Charlton House Independent School promotes equality and diversity can be pursued by following the school complaints procedure.

This policy will be reviewed annually.