



# Rossall

INSPIRING EXCELLENCE

## EQUALITY AND DIVERSITY POLICY FOR STAFF AND PUPILS

<b>SLT Lead:</b> Deputy Head (RAR)	<b>Date Reviewed:</b> 02/19
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## ROSSALL SCHOOL

### EQUAL OPPORTUNITIES AND DIVERSITY FOR STAFF AND PUPILS

Promoting equal opportunities and diversity is fundamental to the aims and ethos of Rossall School. We welcome applications from pupils and staff with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our pupils for today's world. We believe that the educational experience can only be enriched if children are exposed to as wide a range of cultural experiences as possible whilst they are developing. We concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish.

It is the School's policy not to discriminate, either directly or indirectly, against anyone seeking employment or in its employ, on the grounds of colour, race, ethnic or national origins, sex, sexual orientation, marital status, age, disability, trade union membership or non-membership, religion or political belief.

This principle will apply in respect of all conditions of work including recruitment, selection, pay, hours of work, holiday entitlement, overtime and shift work, sick pay, recruitment, training, promotion and redundancy.

In respect of those employees who have a disability then upon the School being made aware of such it will take into account all the relevant circumstances including the needs of the employee, financial costs, the extent of resources and the extent to which taking any necessary steps might reduce its activities, and the School will act reasonably in deciding which action it can take to make necessary adjustments to premises and working practices.

Individual employees have a responsibility to ensure that they assist the School in successfully achieving these aims and can contribute by:

- not discriminating in the course of employment against colleagues, pupils, parents, suppliers or members of the public with whom they come into contact with during the course of their duties;
- not inducing or attempting to induce others to practice unlawful discrimination; and
- reporting any discriminatory action to the Head of Department or Line Manager.
- Identifying the various behaviours and barriers that discrimination can take and promote diversity.

Any form of such unlawful discrimination in the course of an employees' employment within the School, will not be tolerated and will result in disciplinary action.

Examples of other steps that we take to ensure that we are an inclusive community are as follows:

#### Age

Individuals from across a wide age range make a positive contribution to the Rossall community. In accordance with employment law, age is not a factor when appointing an adult to a position at Rossall.

### Disability

Parents are asked to identify any disabilities in respect of a prospective pupil at the time of application. In assessing any pupil or prospective pupil the School may take such advice and require such assessments as it regards as appropriate. Where possible, adjustments, such as building a ramp or using a special desk, will be made. All members of the Rossall community are encouraged to respect others regardless of any ability or disability. We are committed to combating discrimination and ignorance towards others on these grounds and have a Disability Policy that is reviewed by the Health and Safety Committee. The School will be sensitive to any requests for confidentiality.

### Harassment and Bullying

We support all members of our community and treat others with respect and kindness. Our Anti-Bullying Policy is enforced and any persistent misuse of power or aggression, intended to hurt or belittle an individual or group is unacceptable (examples of harassment and bullying may include behaviour which an individual knows, or ought reasonably to know, will cause fear or excessive anxiety to another, threatening or coercive behaviour, physical contact, abuse of a position of power, encouraging someone to abuse their position of authority to the detriment of another, offensive or suggestive language or jokes, displaying images which could reasonably be considered to be offensive, vandalism of an individual's property). Pupils should report any possible incident of bullying to their Houseparent, Head of Year or any member of the teaching staff. Adults should speak to their line manager or a senior member of staff.

### Learning Development

Special Educational Needs oversees the provision of appropriate support for pupils who have learning difficulties, in accordance with the SEND Policy. The School asks parents to identify any special needs in respect of a prospective pupil at the time of application. In assessing any pupil or prospective pupil the School may take such advice and require such assessments as it regards as appropriate. Subject to this, the School will be sensitive to any requests for confidentiality.

### Religious Belief

Rossall is a multicultural community and although the School is Anglican by foundation, many pupils and staff have other faiths and some have none. These various approaches are all respected at Rossall, not least in Chapel and an approach of mutual understanding and tolerance is adopted.

A multi faith approach is taken in Religious Studies teaching. We are able to provide a prayer room to be used by other faiths if required.

### Race

We believe that all individuals should be treated equally regardless of the colour of their skin and we are very fortunate to have staff, pupils and parents whose family origins stem from a variety of nationalities and races. We aim to learn and celebrate different cultures through events such as the Chinese New Year meal, International Week, German evening and the general celebration of our multicultural community.

### Sexuality

The sexuality of an individual is personal and should be respected as such. Homophobia is not tolerated and homophobic attitudes or behaviour is treated as bullying. Tolerance of others' sexuality is taught through PSHE.

### Provision of Food and Drinks

All boarders and day pupils, including those with special dietary, medical or religious needs, are provided with a wide variety of meals and pupils with any specific needs are consulted with by the catering manager, and provided with meals which are adequate in nutrition, quantity, quality, choice and variety.

In addition to main meals provided to all pupils, boarders have access to drinking water and to food or through kitchens and brew rooms in Houses the means of hygienically preparing food at reasonable times.

Should the school have pupils with disabilities which required assistance to eat, provision would be made in a manner which promoted dignity and choice.

#### Complaints

Any employee who considers they are a victim of unlawful discrimination may raise the issue through the Complaints Procedure.

#### Related Policies

- Admissions Policy
- Behaviour Policy
- Special Educational Needs and Disability (SEND) Policy
- Disability Policy
- Accessibility Policy
- Anti-Bullying Policy
- Pupil Sanction Record
- Complaints Procedure