



# Rossall

INSPIRING EXCELLENCE

## EQUALITY AND DIVERSITY POLICY FOR STAFF AND PUPILS

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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. We are committed to ensuring that all of our students (whether studying for GCSES, A-Levels, the BTEC or IBDP Diploma) are able to access their given programme of study.

We refer parents to our policies covering SEND and Admissions, and to our Accessibility Plan all of which are made available on the School website and take into account our legal requirements under the Equality Act 2010.

AIMS The aims of this policy and the School's ethos as a whole is to:

- Eliminate unlawful discrimination on grounds of any of the protected characteristics
- Promote equality of opportunity for all members of the School community
- Comply with the School's equality duties contained in the Equality Act 2010.

All members of the School community are expected to comply with this policy. All parents are expected to support the aims of this policy and the School's ethos of tolerance and respect.

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.

#### REASONABLE ADJUSTMENTS FOR PUPILS WITH DISABILITY

The School has an ongoing duty to make reasonable adjustments for pupils with a disability to ensure they do not suffer a substantial disadvantage in comparison with other pupils. Where the School is required to consider its reasonable adjustments duty, it will consult with parents about what reasonable adjustments, if any, the School is able to make to avoid their child being put at a substantial disadvantage. The School will carefully consider any proposals for auxiliary aids and services in light of a pupil's disability and the resources available to the School.

Further information on the School's reasonable adjustments duty can be found in the School's Special Educational Needs (SEND) Policy. The School has an Accessibility Plan in place, which can be found on the School website and a hard copy can be made available upon

request. This sets out the School's plan to increase the extent to which disabled pupils can participate in the School's curriculum; improve 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 improve the delivery to disabled pupils of information which is readily accessible to pupils who are not disabled.

The Learning Development Department 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.

## MONITORING AND REVIEW

We monitor and review the effectiveness of this policy by conducting an annual audit, examining different aspects of School life, and incorporating the views of a range of stakeholders, to ensure that no pupils are being disadvantaged or subject to a detriment (because of race, sex, disability, religion or belief, sexual orientation, gender reassignment or gender identity, pregnancy) through our curriculum, cocurriculum or facilities. The Headmaster reports to the Governors annually on the policy's effectiveness in practice.  
Learning Development

### 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.

## TRANSGENDER, GENDER REASSIGNMENT, GENDER IDENTITY

The School supports transgender pupils by promoting a respectful and inclusive community where all young people are protected from discrimination. We work with each pupil individually, listening to their wishes and respecting their right to privacy, whilst working with both the young person and their parents whenever possible and appropriate. Any support offered by the School is at a pace which is right for the young person.

### Practical measures to support transgender pupils

We work with each individual to ensure that they feel comfortable in terms of access to toilets and changing facilities, all pupils in the Sixth Form have the option of wearing trousers and, all pupils across the school will have the option of wearing trousers from September. In the interim, requests for younger pupils to wear trousers are accommodated.

### Boarding and overnight accommodation on trips and visits

In accordance with the ISI regulations, pupils in boarding who are undergoing gender reassignment may be permitted to use the accommodation for the gender role in which they identify, should they wish to do so. However, this is a sensitive issue and before any decision is taken, we need to ensure that this would be appropriate for all pupils and any judgement made in discussion with the relevant pupils and parents and considering the interests, safety and privacy of all boarders affected and, if appropriate, risk assessments put in place. This approach is also taken when considering overnight accommodation on residential trips and visits.

### Requests for Variation in the School Uniform

All pupils are required to wear uniform. The Headmaster will consider written requests from parents and pupils for variations in the uniform for reasons related to disability, gender reassignment/identity, sex, pregnancy or maternity, temporary injury, and/or on grounds of religion or belief, provided they are consistent with the School's policy on health and safety. The Headmaster will consider such requests on a case by case basis, and normally arrange to meet with the parents to discuss the implications of such a request.

### 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

## BREACH OF THIS POLICY

If an aspect of the curriculum, co-curriculum or our facilities is found to be in breach of this policy, we aim to remedy this as soon as is practically possible, and no longer than 12 months. Pupils who are in breach of this policy may be sanctioned in accordance with the School's Behaviour Management Policy