

Equality and Diversity at Clovelly House School

Clovelly House School adheres to the requirements of the Equality Act 2010 by not discriminating against learners, staff or anyone involved in external agencies. The school may be working with on the grounds of the following protected characteristics: Age, Disability, Gender Reassignment, Marriage or Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, Sexual Orientation.

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage or civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation
3. Oppose and avoid all forms of unlawful discrimination. This includes in:
 - pay and benefits
 - terms and conditions of employment
 - dealing with grievances and discipline
 - dismissal
 - redundancy
 - leave for parents
 - requests for flexible working
 - selection for employment, promotion, training or other developmental opportunities



Clovelly House School provides an education to all, acknowledging that the society in which we live is enriched by diversity and this is done through reflective practice, workshops, CPD and sourcing external agencies. We endeavour to recognise and thrive in celebrating the diversity within our school community, where everyone is equally valued and treated equally and with respect.

Clovelly House School is a place with a warm, welcoming, happy atmosphere that is secure, stimulating, and supportive of learning.

Clovelly House School is a place where we promote self-development by empowering our students and staff. This is done through training, in class enrichment activities and during tutor time sessions.

Clovelly House School is a place where we promote positive relationships between students, staff, and parents/carers and where bullying and anti-social behaviour is not tolerated.

Clovelly House School is a place where students can achieve to the highest level possible; where achievement is celebrated; where different intelligences are recognised; where students can pursue many different interests; and where our students and staff do achieve a broad knowledge of the world to equip them for life.

We are committed to combating all forms of discrimination. We recognise that the monitoring and evaluation of equality is essential to ensure that our young people are not being disadvantaged, and that monitoring leads to action planning.

We will work towards eliminating all discrimination on the grounds of race, gender, gender reassignment, culture, origin, disability, ability, sexuality, age, religion and belief.

We believe that all young people, employees and everyone who comes into Clovelly House School should be treated with dignity and respect at all times and we will not tolerate bullying, harassment or victimisation of any groups or individuals.

We will be an equality champion and community leader by:

- Having a trained Equality and Diversity officer.
- Forming links with external agencies such as Stonewall, the Afro Caribbean Centre, Antibullying Alliance, the Stephen Lawrence Foundation, the BHM Association, the BAME community and learning from them.
- Promoting equality, for example by assessing the impact of our policies on different groups.
- Challenging and eliminating discrimination, for example, by acting quickly to deal with all bullying including that which is aimed at groups as well as individuals, such as racist bullying and homophobia and always promoting community cohesion.

Racial discrimination

We have a general duty to:

- Eliminate racial discrimination
- Promote equality of opportunity
- Promote good relations between people from different racial groups

Disability in Education

Including Disability as Diversity in teaching can involve any number of factors, such as making classes accessible to students with disabilities, accommodating your own disability in a class, and incorporating disability studies perspectives into your course content.

DISABILITY EQUALITY

We are committed to ensuring equal treatment of all its staff, pupils and visitors, with any form of disability and will ensure that disabled people are not treated less favourably in any procedures, practices and aspects of school life. The Disability Equality in Education (DEE) recommends that all pupils with SEN and those with long term medical needs be treated as disabled for the purposes of the Act and for equality. This is in addition to all pupils with long term impairments, which have a significant impact on their day-to-day activities. We recognise that disability is not caused by the individual(s), but by the physical, environmental and attitudinal barriers which exist in the education system and in society as a whole.

Our school will actively seek to:

- promote equality of opportunity between disabled persons and other persons
- eliminate discrimination that is unlawful under the Equality Act
- eliminate harassment of disabled persons that is related to their disabilities
- promote positive attitudes towards disabled persons
- encourage participation by disabled persons in public life
- take steps to take account of disabled persons' disabilities

Social relationships between able and disabled pupils will be developed and encouraged so that there is a mutual respect and understanding between both groups. This will often be explicit in PHSCIE lessons and implicit across the curriculum. Every pupil, regardless of ability/disability, is expected and encouraged to reach their potential by staff in school. These expectations are underpinned by our monitoring of the achievement of pupils, according to ability/disability to pinpoint and tackle underperformance. Clovelly House School will not tolerate harassment of disabled people with any form of impairment and will also consider pupils who are carers of disabled parents.

Curriculum

Our students are offered equal access to the curriculum.

Staff are constantly aware that their own expectations affect the achievement, behaviour and status of each student and that we ensure that we set challenging targets for all.

Staff must ensure that teaching resources are multicultural and non-sexist containing positive images of all groups.

Hidden Curriculum

We are aware that there might be some misunderstandings amongst students, parents, teachers – for example:

- Certain subjects are not for them (they are boys/girls subjects....)
- That girls and women are inferior to boys/men
- That SEN students have problems and cannot tackle some curriculum areas
- That students are somehow quirky or difficult because of their race, religion or sexuality.

We seek to challenge these stereotypes and assumptions at every opportunity but especially through our PSHE programme.

Discrimination

All forms of direct or indirect discrimination within the school is treated seriously. All staff within Clovelly House School have an obligation to address incidents of discrimination.

Religious observance

We respect the religious beliefs and practice of all staff, students and parents, and comply with reasonable requests relating to religious observance and practice.

Staff development and training

We ensure that all staff receive appropriate training and opportunities for professional development.

People with disabilities add to the variety of viewpoints needed to be successful and bring effective solutions to the school's challenges.

We eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010. This is evident in our equality and diversity, behaviour and in our Anti-Bullying policies

Provide adequate facilities for student, staff and visitors with Disabilities and different cultural needs

Good practice

1. Working towards Stonewall School Champions which provides support to tackle homophobic, biphobic and transphobic bullying in schools to promote a safe and inclusive learning environment for LGBTQ+ young people. We have actively displayed materials in school to promote the diverse society in which we live.
2. BAME workshop where we have invited members of the Afro Caribbean society who have encouraged thought provoking discussions on racisms and prejudice.
3. Pride parade, Clovelly promote pride and the LGBTQ+ community by celebrating this event and organising their own parade.
4. Cultural diversity lunch – Clovelly encourages an opportunity for the whole school team to be exposed to food from diverse cuisine. This is done on a Friday of every day.
5. Celebrating the Afro Caribbean carnival at Clovelly.
6. SMSC links are linked within the curriculum and each day is celebrating and discussed. Some examples are:
 - World Week
 - British Values
 - Black History Month
 - Stephen Lawrence day
 - Windrush Day
 - Learning Difficulties awareness
 - Mental Health awareness
 - Visits to places of worship
 - Area of multicultural diversity
 - International Women's Month
 - Careers opportunities week with no discrimination
 - **World Mental Health Day**