



Diversity & Equality Policy



Approved by:

Governing Board

Date: Summer 2023

Next review due by:

Summer 2027

RHSC Diversity and Equality Policy

Aims and Objectives

- To highlight RHSC's commitment to equality, diversity and inclusion for all pupils irrelevant of individual circumstance.
- To ensure that all pupils within our college and school community feel safe, happy and content to learn, free of fear or intimidation.
- Encourage and foster a culture of mutual respect and tolerance.
- Ensure all stakeholders within the college and school community are aware of the procedures to be followed if harassment or prejudice behaviour were evident.
- Maintain an inclusive approach in all aspects of college and school life.
- Monitor the well-being and progress of pupils, where all members of the college and school community are of equal worth.

It is our belief that equality and inclusion is central to **all** of our policies. Such policies include:

- Anti-Bullying Policy
- Behaviour and Discipline Policy
- Online Safety Policy
- Prevent Policy
- Relationships and Sex Education Policy
- Safeguarding Policy
- SEND Policy
- Supporting Pupils with Medical Conditions Policy

We maintain an ethos that welcomes diversity and promotes equal opportunities for all, ensuring all of our pupils and their families feel valued and supported and that equality and inclusion are evident in everyday school life.

These groups include protected rights under the Equalities Act 2010 (specifically, race, sex, gender reassignment, pregnancy, disability, religion and sexual orientation) and key populations, including those with:

- SEND
- Looked after Children,
- Those at risk of exclusion
- NEET
- EAL pupils,
- Free School Meals,
- Gifted and Talented

School Board of Governors

The Board of Governors have overall responsibility to 'promote equality, good relations and diversity and to comply with education and employment legislation and anti-discrimination, human rights and equality legislation that affect its statutory duties in relation to the school' *'Every school a good school – the governor's role'* (Department of Education NI, August 2019).

Furthermore, they have a duty to manage the implementation of equality and diversity in our school.

The Headteacher and College Director

The Headteacher and College Principal (and in their absence the Deputy Headteacher) are responsible for:

- Ensuring policies and procedures are in place to comply with equality legislation;
- Ensuring the school implements policies and practices in line with the principles of equality and inclusion;
- Following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying;
- Ensuring appropriate training and awareness raising is undertaken with staff;
- Ensuring that appropriate records are kept of any cases of unfair discrimination, harassment or bullying.

The Leadership Team

- This team are responsible for:
- Putting the school's equality and diversity policies and codes into practice.
- Making sure that all staff know their responsibilities and receive the support and training necessary to carry them out.

The RHSC Pastoral Care and Safeguarding Team

Will manage the implementation of the policy in partnership with the Leadership team, following the relevant procedures and taking action where necessary.

The Diversity and Equality Co-ordinator

- Will work to ensure that Equality & Inclusion are consistently prioritised as agenda item in staff training, events and meetings.
- Deliver and record training/information presented to staff/pupils with support from the staff Equalising Learning Group.
- Consistently highlight and communicate positive stories and representations on equality and inclusion.
- Regularly seek feedback from pupils, staff, parents and the wider community via the student and parent Equalising Learning groups.
- Ensure and monitor the embedding of inclusion and diversity across curriculum areas, in liaison with the Curriculum Development Group.
- Monitor the number of comments and complaints in relation to equality, inclusion and diversity.
- Monitor the number of bullying incidents by equality characteristic to be monitored and take appropriate action as necessary.
- Regularly review policy and communicate updates to pupils, staff, parents and the wider community.

All College and School Staff

Teaching and non-teaching staff have a responsibility for the day-to day operation of this policy and will contribute to an inclusive and welcoming environment within the school.

Pupils/students

Pupils are responsible for:

- Respecting others in their language and actions.
- Following all of the relevant school policies and codes of conduct in line with the principles of equality and inclusion.
- All pupils are required to acknowledge and agree to follow the school's Diversity and Equality policy on admission (see student copy).

How do we promote Equality and Inclusion?

Procedures *including staff training*

- A whole-school culture of tolerance and acceptance are expected, always promoted and modelled by all members of staff.
- An inclusive mission statement and pledge incorporating success for every pupil in a safe and caring environment.
- An extensive range of resources and teaching approaches are utilised to accommodate a wide range of pupil needs.
- Staff and pupils are expected, at all times, to use appropriate and respectful terminology and language towards each other.
- Discriminatory language or actions are always challenged.
- Clear expectations about acceptable behaviour are clearly set out in the school Behaviour and Discipline and Anti-Bullying Policies.
- A diversity and inclusion representative nominated from the prefect team each year;
- Diversity and Inclusion discussed at Board of Governor meetings;
- Diversity Training provided to **all** staff.

Facilities/Services

- When necessary, promoting and using interpreting services and using translated documents where available.
- Allocated accessible parking is available.
- Accessible toilets/changing facilities/main entrance is available within the school building;
- When planning trips and extra-curricular activities flexible payment schemes are available;
- Helping young people to access advice from support organisations including notice boards with clear and accessible information and contacts.

Curriculum

- Themes around inclusion and diversity are embedded into topics within each curriculum area, specifically RSE.
- Inclusion and diversity themed whole-school assemblies and college briefings occur throughout the academic calendar.
- Staff with specific areas of responsibility, both inside the classroom and out, consider the implications of Equality and Inclusion in their teams.

- Pupils/carers are informed of the external support agencies that are available within the local community

Monitoring the Success of the Equality and Inclusion Policy

The policy will be monitored to ensure the robust nature and overall effectiveness of the procedures within the school, via a range of methods (see also above the role of Diversity and Equality Co-ordinator and staff Equalising Learning Group), these include:

- Governors to report on the successes and challenges in relation to inclusion;
- Team meetings to have Equality & Inclusion as an agenda item.
- Parents and pupils to be consulted on content and regularly updated on Diversity and Inclusion strategies implemented by the school and college.

