Equality and Diversity Policy

Including:

- Equality Objectives (public sector equality duty)
- Accessibility plan

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Aim of the Policy

At Hazelwick School each and every individual is valued and respected. The curriculum, practices and procedures of Hazelwick aim to combat disadvantage and to promote equality of opportunity for all. Equality of opportunity is not about treating everyone the same; it is about respecting and treating each person according to their individual needs.

All members of the Hazelwick community, including visitors, are expected to demonstrate behaviours and to foster attitudes and relationships that promote understanding and respect for others. These values, together with their acceptance by the whole school through the Hazelwick Core Values, underpin all aspects of school life and are fundamental to a happy and supportive ethos. As such, Hazelwick School will tackle prejudice, harassment and intolerance and ensure that all aspects of its curriculum, practices and procedures support equality of opportunity.
All people who work and study in the school, as well as those who visit the school, have the right to be respected and valued within a safe and secure environment and not to be discriminated against on the grounds of protected characteristics, as outlined below;

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy/maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Hazelwick School aims to exercise its duty under The Equality Act (2010) and The Equality Act 2010 (Specific Duties) Regulations 2011. While Hazelwick School recognises that the values and principles

above extend to its duties as an employer, these responsibilities are covered in the Equality and Diversity in Employment Policy.

The following sets out the school's commitment to equality with respect to parents, carers and students.

Parents and Carers
Parents and carers are entitled to expect that they and their children will be welcomed into a school in which there is no place for prejudice or intolerance.
Parents and carers should be aware of the Hazelwick Core Values, which give details of the school vision and expectations for its students. While parents and carers are entitled to expect the school to respond and to take appropriate action in response to any concerns raised, it is equally important that parents and carers take responsibility for ensuring that their own behaviours and those of their children support and uphold the policies and values of the school, including the Equality and Diversity Policy.

Students
Hazelwick School is committed to eliminating any practices that either directly or indirectly discriminate against a particular individual, especially those who have a protected characteristic. All reasonable steps will be taken to enable an individual, or particular groups of students based on an assessment of their needs and abilities and within the resources available, to participate fully in the curriculum and in the life of the school. In particular, the school will use its best endeavours to combat any disadvantage likely to be experienced by students as a result of disability and/or special educational need.

Promoting Equality and Diversity
Hazelwick School aims to raise awareness and ensure quality of opportunity and diversity through all aspects of school life by:

- Recognising and celebrating cultural diversity across the curriculum
- Raising awareness through subject areas, particularly in those such as PSHE and citizenship
- Promoting equality and diversity in assemblies, tutor time and through thought for the week
- Maintaining displays and learning resources which reflect and promote a diverse society
- Encouraging students, regardless of background, to participate in extra-curricular activities
- Upholding the Hazelwick Core Values (Appendix A)
- Having Equality Objectives (Appendix B)
- Having a School Accessibility Plan (Appendix C)

DOCUMENT REVISION CONTROL

Revision Number	Summary of Changes	Date of Change
1	Updates to Appendix C – accessibility plan	Oct 17
2	Updates to Appendix C – accessibility plan	Oct 18
3	Updates to Appendix C – accessibility plan	Oct 19
4	Updates to Appendix C – accessibility plans	Oct 20
5	Updates to Appendix A – core values and Appendix C – accessibility plans	Oct 21

6	Updates to Appendix B - Equality Information and Objectives and Appendix C – Equality Information and Objectives	Oct 23
7	Document reviewed and Accessibility Plan updated in Appendix C	Oct 24
8	Document reviewed and Accessibility Plan updated in Appendix C	Oct 25
9	Document reviewed and Accessibility Plan updated in Appendix C	Oct 26

APPENDIX A

Hazelwick School Core Values

At Hazelwick School, we have very high expectations of each and every student. We believe that every individual is able to achieve their maximum potential – academically, socially, morally and culturally. We are committed to providing excellent teaching that enables all students to reach the highest academic standard of which they are capable. In addition, we offer a broad range of experiences outside the classroom, giving every student many opportunities to develop a wide variety of skills, qualities and attributes.

We want to foster in all our students confidence, creativity, curiosity and a sense of wonder, therefore developing a commitment to learning as a lifelong process.

Hazelwick is a community where we promote positive behaviour, politeness and respect in all of our relationships. Courtesy, good manners, kindness, fairness and hard work are all fostered and celebrated. We believe in the importance of valuing every member of our school community and in ensuring a culture of tolerance, respect, acceptance and appreciation of the uniqueness of all. We actively promote equality and diversity so that we can continue to enjoy being a harmonious, inclusive and caring community.

We want to prepare every student to take an active and responsible place in society and to be effective and positive contributors to the local and wider society. We aim to nurture positive attitudes to self-discipline, self-reliance, and self-respect, so that all students can leave Hazelwick as self-assured, confident, happy, positive young people, who understand the importance of personal responsibility.

The Hazelwick school motto ‘Effort Achieves’ was first established over 60 years ago, and is still absolutely relevant today – because we know that it is effort, coupled with resilience, that is the most important factor in success.

APPENDIX B

Equality Information and Objectives

The Public Sector Equality Duty (PSED) was introduced by the Equality Act 2010 and requires schools to prepare and publish equality objectives at least once every four years. This applies to all schools, including academies and relates to the following three main aims.

1. To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
2. To foster good relations between people from different groups. This involves tackling prejudice and promoting understanding between people from different groups.
3. To advance the equality of opportunity between people from different groups. This involves considering the need to:
    a. remove or minimise disadvantages suffered by people due to their protected characteristics
    b. meet the needs of people with protected characteristics
    c. encourage people with protected characteristics to participate in public life or in other activities where their participation is low

Current equality objectives are:

1. To continue to maintain equal outcomes across different groups of students (in line with priorities in the school improvement plan)
2. To continue to ensure that participation in extra-curricular activities, including community charitable fundraising and student leadership opportunities, reflects the diverse nature of the locality
3. To maintain a focus on equality, diversity and inclusion across the school through the main curriculum and wider curriculum, including the work of the Equality, Diversity and Inclusion Co-ordinator.

Appendix C

Accessibility plan

Hazelwick school is committed to providing premises that are suitable and sufficient for all educational purposes and which gives access to a broad and balanced curriculum for all students.

The school actively seeks to improve access to educational provision in the ways set out below and will maintain records of the steps the school will take to achieve this. These needs will be reviewed annually, and plans will be updated to take account of improvements made and the changing needs in the following areas.

- Ensuring that the curriculum is adapted to meet the learning needs of students with special educational needs and disabilities (in line with the special educational needs and disability policy).
- Managing and improving the physical environment of the school buildings and grounds to meet the needs of disabled students currently on roll as well as prospective students and staff. Examples of the work completed and to be completed are outlined below.

Completed

- Review undertaken of sounders and fixture of new panels
- Pathway surface area improvements to aid mobility undertaken (e.g. reception stair and area outside Tech Block)
- Improvements to external lighting to improve visibility and mobility
- Extension to Sixth Form area to improve accessibility for those with mobility issues (e.g. access/egress with no steps)
- Improvements to disabled toilet in medical block
- New pull cords installed in all disabled toilets
- Improvements to furniture in Learning Support/SSC to assist with visibility and lip-reading

Planned

- Further improvements to sounders/signalling in the SSC area
- Improvements to pathways around the art block for increased mobility
- Changes to room 16 to provide additional accessible space for Learning Support
- Creation of a school-wide accessibility/mobility plan