

ANGLO EUROPEAN SCHOOL



Equality, Diversity and Inclusion Policy

Approved by:	Full Governing Body
Date:	13 th December 2023
Review:	Biennial
Statutory Policy	

Aims

- Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:
- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it
- Promote the diversity of our cohort as a strength of the school
- Ensure that staff are trained on the equality act and that they are regularly reminded of their responsibilities as part of that.

Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

Roles and responsibilities

All school staff are expected to have regard to this document and to work to achieve its objectives

The Governing Body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, students and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the relevant member of the Leadership Team

The Equality link governor is will:

- Meet with the designated member of staff for equality every term and other relevant staff members, to discuss any issues pertaining to Equality, Diversity and Inclusion.
- Ensure they are familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training

- Report back to the full Governing Body regarding any issues

The Headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and students
- Monitor success in achieving the objectives and report back to governors

The designated member of staff for equality will:

- Support the Leadership Team in promoting knowledge and understanding of the equality objectives amongst staff and students
- Meet with the equality link governor every term to raise and discuss any issues pertaining to Equality, Diversity and Inclusion.
- Support the Headteacher in identifying any staff training needs, and deliver training as necessary.

Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting, it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every year.

The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. students with disabilities, or gay students who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim students or staff members to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all students to be involved in the full range of school societies)

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how students with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own students.

Fostering good relationships

The school aims to foster good relationships between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in Religious Studies (RS), Citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, students will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Students will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of students within the school. For example, our school council has representatives from different year groups and is formed of students from a range of backgrounds. All students are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach.

Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school visit, exchange or activity is being planned, the school considers whether the visit:

- Cuts across any religious holidays
- Is accessible to students with disabilities
- Has equivalent facilities for all students

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at

the same time as the risk assessment when planning school visits, exchanges and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

Equality objectives

The school is committed to promoting the welfare and equality of all its staff, students and wider members of the school community. To achieve this, we have set the following objectives:

- To close the attainment gap between different groups within our school in order that every child has an equal opportunity to meet their potential.
- To develop the values of citizenship through dialogue, mutual respect and acceptance of all people, including those who they may not agree with.
- To build good relationships and challenge discrimination.
- To remove barriers to access, progress and achievement
- To ensure that all students and staff feel safe, respected and valued and that their diversity is recognised and acknowledged in a positive way.
- To ensure that staff and students who share a protected characteristic are treated equally alongside their peers who do not share that protected characteristic.

Monitoring arrangements

The school will update the equality information we publish at least every year.

This document will be reviewed annually.

This document will be approved by the governing body.

Links with other policies

This document links to the following policies:

- Accessibility plan
- Visits Risk Assessments
- SEND Policy
- Access Arrangements Policy
- SMSC Policy