

# Equality and Diversity policy

Brownhill Learning Community



**Brownhill**  
LEARNING COMMUNITY

Equality and Diversity  
policy  
2022-23

<b>Approved by:</b>	H. Speakman	<b>Date:</b> 17.05.23
---------------------	-------------	-----------------------

<b>Last reviewed on:</b>	17.05.23
--------------------------	----------

<b>Next review due by:</b>	01.09.2024
----------------------------	------------

## Contents

1. Our Vision and Aims for Equality and Diversity.....	2
2. Defining Equality and Diversity.....	2
3. Meeting our duties.....	3
4. Purpose and Scope of the Policy.....	3
5. Roles and Responsibilities.....	3
6. Breaches of Policy.....	4
7. Monitoring Arrangements.....	4

---

## 1. Our Vision and Aims for Equality and Diversity

At Brownhill Learning Community we believe in a learning community where everyone feels valued, included and achieves.

- › We will treat everyone fairly; celebrating and meeting different needs so that all members of our school community are free to live, learn and achieve their potential.
- › We want pupils to understand the world in which they live, have mutual respect for the values of others and work together as a team.
- › The principles of Equality and Diversity are at the heart of Brownhill Learning Community's vision for all stakeholders. All members of the community are expected to uphold the values and behave in a non-discriminatory way.

## 2. Defining Equality and Diversity

Equality is about fairness and equality of opportunity and advancing equality of opportunity involves treating people differently. People should not be treated the same. Some people may need extra help or adjustments to be part of the school community; this includes teachers, administration, cleaning or catering staff employed at the school as well as pupils/students, parents and school governors.

Relating to the Equality Act (2010) there are nine 'protected characteristics' these are;

- › Age
- › Disability
- › Gender reassignment (transgender)
- › Marriage / civil partnership
- › Pregnancy / maternity
- › Race
- › Religion and belief (and having no belief)
- › Sex (gender)
- › Sexual orientation.

Diversity is about valuing people as individuals and learning from our differences. Our differences can be visible and non-visible. Promoting diversity we can meet difference needs creatively to ensure opportunities are available to all and potential is fulfilled. Promoting a diversity friendly school culture we are able to meet our school's aims and objectives more efficiently.

---

Culture is about the way we behave towards one another – school governors, all employees in the school, parents, pupils and the whole school community. It is about how we treat one another and respect our differences. Promoting diversity and a diversity friendly culture helps to create a more productive school community.

### 3. Meeting our duties

Under the Equality Act 2010, the school has a Public Sector Equality Duty (PSED) that extends to all protected characteristics to show 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 protected characteristics and people who do not share it.

### 4. Purpose and Scope of the Policy

This policy sets out Brownhill Learning Community's commitment to celebrating and promoting equality and diversity. We will provide a supportive, inclusive and empowering learning community for all pupils and adults that fosters positive relationships and values diversity as a rich learning resource.

We believe that it is our responsibility to promote equality and diversity wider than the nine characteristics (areas) covered by legislation. We work to remove barriers and we will not unfairly discriminate on any grounds.

We do this by:

- › Making appropriate changes to teaching resources.
- › Providing specific and targeted training to enable staff to meet the needs of individuals
- › Sharing good practice in respect of teaching and learning to ensure equality of access for all
- › Providing a curriculum, which promotes positive understanding of different characteristics, recognises the contribution that individuals and groups with protected characteristics make to society, and challenges stereotyping and discrimination.
- › Monitoring and reviewing of this policy will take place annually and will be made accessible through the school website or will be made available in an alternative format as requested.
- ›

### 5. Roles and Responsibilities

All members of the school community, governors, staff, pupils, parents and visitors all have a part to play in implementing this policy, promoting diversity and equality, challenging inappropriate behaviour or practice to remove barriers and avoiding discrimination.

To promote the understanding of this responsibility will:

- › Ensure all Stakeholders are made fully aware of our Equality and Diversity Policy and how it affects their work.
- › Ensure pupils and visitors to our school are clear about the expectations to our commitment to promoting equality and diversity.

- › Ensure pupils have responsibility to themselves and others to treat each other with respect.
- › Provide training/development and updates as appropriate.
- › Review our equality objectives and actions to ensure all relevant activity remains relevant and meets the identified needs and priorities of our school.
- › Ensure staff promote an inclusive and collaborative ethos in our School.

In addition, School Governors have responsibility for overseeing, agreeing, monitoring and reviewing of the communities' equality objectives, and related activity.

## **6. Breaches of Policy**

Brownhill learning Community views any form of discrimination as a serious act of misconduct. Any allegation of a breach in the policy will be investigated by the Head teacher or Deputy Head teacher or where appropriate, the governing body. This may lead to disciplinary or other appropriate action being taken.

## **7. Monitoring Arrangements**

This policy will be reviewed yearly by Hannah Speakman – Headteacher.