



# SHEBBEAR COLLEGE

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## EQUALITY, DIVERSITY & INCLUSION POLICY

### **Whole College Policy**

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Last reviewed: September 2022 by F Lovett  
Reviewed by SLT: February 2023  
Next Review: February 2024

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### **Policy Review at Shebbear College**

**The SLT acknowledge their responsibility to ensure that this policy is effective and follows regulatory requirements. The SLT and Governors undertake a regular review (at least annually) to satisfy themselves that the implementation of this policy is effective.**

**The Equality, Diversity and Inclusion policy is monitored by the Senior Deputy Head (Pastoral). Monitoring is through discussion with the Head and the Deputy Head (Academic). This policy will be reviewed and updated annually, or as events or legislation change dictates.**

## **Introduction**

- 1.1 Shebbear College is committed to being inclusive as we see a diverse population of both pupils and staff as one of the College's greatest strengths. In order to ensure everyone can thrive and meet their full potential, it is essential that inclusion and equality of opportunity be at the core of all the College's activities.
- 1.2 This policy applies equally to current and prospective members of the Shebbear College community, including, parents.
- 1.3 This policy is made available on the College website and can be made available on request. All College policies can be made available in large print or other accessible format if required.
- 1.4 Shebbear College is committed to a zero tolerance policy in relation to less favourable treatment on the grounds of any protected characteristic under *the protected characteristics - Equality Act 2010* ([www.legislation.gov.uk/ukpga/2010/15/section/4](http://www.legislation.gov.uk/ukpga/2010/15/section/4)). The protected characteristics are defined as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sex and sexual orientation.
- 1.5 Shebbear College is committed to promoting and developing inclusion & equality of opportunity in all its functions and will seek to do this by:
  - (a) Communicating its commitment to equality and diversity to all members of its community
  - (b) Ensuring all staff and pupils are aware of the aims of this policy
  - (c) Developing monitoring, evaluation and review mechanisms of College policies and procedures and decision-making
  - (d) Demonstrating our zero tolerance attitude towards discrimination by taking all allegations seriously

## **Responsibility**

- 2.1 The Governors and the Senior Leadership Team have responsibility for ensuring that the College operates within the legal framework for equality and for implementing the policy throughout the College.
- 2.2 Each member of the Shebbear College community is responsible for being alert to and challenging discrimination; embracing diversity; respecting different faiths and beliefs; and upholding equality of opportunity for all.

## **The Legal Framework**

- 3.1 Discrimination can take the following forms, including:
  - (a) Direct Discrimination - This occurs where a person is treated less favourably than others because of their (or a family member's) actual or perceived protected characteristic.
  - (b) Indirect Discrimination - This occurs by applying a provision, criterion or practice, which disadvantages people on the grounds of a protected characteristic and which cannot be justified as a proportionate means of achieving a legitimate aim.
  - (c) Victimisation - This occurs where an individual has exercised their rights under equality legislation (or has indicated that they intend to do so) and is treated less favourably as a direct result. It applies equally to a person who is supporting (or indicates that they intend to support) another person who is exercising their rights under the legislation.

- (d) Harassment – This is defined as unwanted conduct related to a relevant protected characteristic which has the purpose OR effect of violating an individual’s dignity or creating a hostile, humiliating or offensive environment for that individual.
- (e) Disability Discrimination - This includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

## **Aims and Values**

4.1 The aims of this policy and the College’s ethos as a whole are to:

- (a) Eliminate unlawful discrimination on the grounds of any of the protected characteristics
- (b) Eliminate all bullying and unlawful discrimination on the basis that an individual has a learning difficulty or special educational need, or because English is an additional language
- (c) Promote equality of opportunity for all members of the College community
- (d) Comply with the College’s equality obligations contained in the Equality Act 2010
- (e) Provide a secure environment in which all our children can thrive and achieve all of the outcomes of *Every Child Matters* and *Keeping children safe in education*
- (f) Provide a learning environment where all individuals through the Equal Opportunities Policy and other College policies such as PSHE, feel valued and feel they have a sense of belonging
- (g) Prepare pupils for life in a diverse and inclusive society in which everyone can take their place in the local, regional, national and international community
- (h) Include and value the contribution of all families to our understanding of equality and diversity
- (i) Provide and promote positive information about the diversity of UK society
- (j) Actively challenge discrimination and ensure that all members of the Shebbear College community learn from these experiences
- (k) Embed inclusion through all our activities

4.2 To achieve these aims we will:

- (a) Involve, where reasonably practicable, all members of the Shebbear College community in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies and procedures
- (b) Publish and share College policies to the whole College community
- (c) Collect and analyse data (such as admissions data and examination results) to monitor any potential disadvantage amongst the pupil body
- (d) Help to overcome any potential barriers to learning by providing for pupils’ diverse needs and learning styles including any learning support needs and/or disabilities a pupil may have
- (e) Ensure the wider College curriculum promotes and celebrates equality and diversity
- (f) Operate a clear zero tolerance policy towards abusive or discriminatory behaviour
- (g) Work in partnership with families and the wider community to establish, promote and disseminate inclusive practice and help tackle discrimination

4.3 At Shebbear College we aim to promote inclusion and tackle any form of discrimination and actively promote harmonious relations in all areas of College life and with our key partners such

as parents and other Colleges. We seek to remove any barriers to access, participation, progression, attainment and achievement. We take seriously our contribution towards community cohesion.

## **Admissions**

- 5.1 Shebbear College treats every application for admission in a fair and equal way in accordance with this policy and the College's Admissions Policy. Shebbear College accepts applications from, and admits, pupils irrespective of any protected characteristic.
- 5.2 Parents must inform the College when completing the registration form of any special circumstances affecting their child (such as learning support needs) which may affect the child's ability to fully participate in the education provided by the College. We will not offer a place to a child if, after reasonable adjustments have been considered, the College cannot adequately cater for and/or meet their needs.

## **Educational Services**

- 6.1 Shebbear College affords all pupils access to educational provision including all benefits, services and facilities irrespective of any protected characteristic subject to the College's obligations under the Equality Act 2010 and considerations of safety and welfare.
- 6.2 Shebbear College will not discriminate against a pupil on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.
- 6.3 Shebbear College will seek to educate pupils in a multicultural, anti-racist environment using the curriculum, assemblies, PSHE programme and external speakers to promote understanding and appreciation of other faiths, races and cultures.
- 6.4 Shebbear College recognises that discrimination may be, for example, direct, indirect or arising from disability whether or not it was intentional. Harassment and bullying in all its forms is unacceptable and will be dealt with in accordance with the College's Anti-bullying and Behaviour policies.
- 6.5 Shebbear College will:
  - (a) Treat all members of the College community with respect and dignity and seek to provide a positive working and learning environment free from discrimination
  - (b) Endeavour to meet the needs of all children and ensure that there is no unlawful discrimination on the grounds of any of the protected characteristics listed above
  - (c) Ensure those pupils with a statement of special educational needs (or Education Health and Care Plan) receive necessary educational and welfare support
  - (d) Ensure that pupils with English as additional language receive additional support, such as extra English tuition, where required
  - (e) Monitor the admission and progress of pupils from different backgrounds
  - (f) Challenge inappropriate discriminatory behaviour by pupils, staff and parents
  - (g) Offer all pupils access to all areas of the curriculum, including being able to participate in a full range of extra-curricular activities
  - (h) Ensure that all staff are aware of their responsibilities to promote equality of opportunity and are given appropriate training and support
  - (i) Work with parents and external agencies where appropriate to combat and prevent discrimination in College
  - (j) Ensure that it reviews, monitors and evaluates the effectiveness of inclusive practices.

## **Religious Belief**

- 7.1 Although Shebbear College's religious ethos is based on Christian values and tradition, the College is inclusive and welcomes and respects the rights and freedoms of individuals from other religions and faiths (or no religion or faith).

## **Dietary**

- 8.1 The College has in place a vegetarian option at all meals.
- 8.2 It is College policy that any boy or girl who, on application to the College, requests an alternative diet to those on offer, that this request will be accommodated if at all possible.
- 8.3 Every attempt will be made to include any sensible dietary requirements for children seeking them, if this has their parental approval.

## **Language and Cultural**

- 9.1 Shebbear College has a vibrant multicultural boarding community.
- 9.2 The College celebrates the ethnic diversity of its pupil population (particularly boarding) through a number of events including Chinese New Year
- 9.3 The EAL department provides support for pupils for whom English is an additional or second language.
- 9.4 Wherever possible, pupils will be helped to plan activities which hold cultural importance for them, but also encouraged to share these cross-culturally.
- 9.5 Pupils speak their own languages within the boarding houses in the evenings, but are also made aware of the importance of being sensitive to others when doing this and are expected to speak English in lessons and during the day.

## **Reasonable Adjustments**

- 10.1 Shebbear College has an ongoing duty to make reasonable adjustments for pupils with a disability to ensure they do not suffer a substantial disadvantage in comparison to non-disabled pupils. We will inform and consult with parents about what reasonable adjustments, if any, the College is able to make for their disabled child. The College will carefully consider any proposals for auxiliary aids and services in light of a pupil's disability and, for example, the resources available to the College. Shebbear College has a duty make reasonable adjustments (case by case considerations) for staff or pupils who request to be known as gender neutral, gender fluid, are undergoing gender reassignment or are transgender.
- 10.2 Shebbear College is not legally required to make alterations to the College's physical environment as part of the reasonable adjustments duty. However, it will monitor and review the physical environment to consider what reasonable and proportionate steps can be taken to alleviate any substantial disadvantage caused to disabled pupils. The College has an Accessibility Plan in place which can be found on the College website.

## **Responsibilities**

The Governors

- 11.1 It is the Governor's responsibility to:
- (a) Ensure that staff act as role models of inclusive behaviour and practice
  - (b) Ensure that Shebbear College complies with its equality obligations

- (c) Ensure that the College's policies and procedures are monitored in light of this policy and the College's wider equality obligations
- (d) Be involved, together with the Head, in dealing with serious breaches of this policy.

The Head

11.2 It is the Head's responsibility to:

- (a) Ensure effective implementation of this policy and its and procedures
- (b) Ensure that all staff are sufficiently aware and trained within equality & diversity
- (c) Actively challenge and take appropriate action in any cases of discriminatory practice within the College, be it by staff, pupils, parents or visitors
- (d) Have procedures in place to deal effectively with any reported incidents of discrimination, victimization or harassment
- (e) Ensure that all visitors and contractors are aware of, and comply with this policy.

All Staff

11.3 It is the responsibility of all staff to:

- (a) Positively role model inclusive behaviour
- (b) Actively challenge any forms of discrimination, victimization, harassment or bullying
- (c) Promote an inclusive curriculum, identify and challenge bias and stereotyping within the curriculum and in the College's culture
- (d) Commit to broadening their knowledge, confidence and inclusive behaviour by attending relevant training and accessing information from appropriate sources.

## **Concerns and Complaints**

- 12.1 Shebbear College will seek to provide a supportive environment for those who make claims of discrimination and/or harassment. Any pupil who believes that they have been discriminated against or have been subject to discriminatory conduct should talk to the Deputy Head (Pastoral) or may use the Confide button to seek remedy to such matters.
- 12.2 Any pupil who harasses another pupil on the grounds of any protected characteristic will be subject to the College's disciplinary measures in accordance with the College's Behaviour Policy.
- 12.3 If parents feel this policy has been breached they should raise their concern or complaint through the College's Complaints Policy which is available on the College website or can be available upon request.

## **Monitoring and Review**

- 13.1 This policy is monitored on an ongoing basis to evaluate its effectiveness and ensure appropriate steps can be taken to eliminate unlawful discrimination.
- 13.2 This policy is usually reviewed on an annual basis to ensure the aims of the policy are carried out in accordance with the College's equality obligations.

## **Breaches of the Policy**

- 14.1 All breaches of the policy will be rigorously followed up using the appropriate procedures and reported to the Head.