



EQUALITY, DIVERSITY AND INCLUSION POLICY

Date of Policy: June 2023

Date of next review: June 2025

Who the review will involve:

Headteacher, Governors, Senior Leadership team, Staff

Senior member of staff responsible for overseeing that this policy is implemented and regularly reviewed:

Alison Davies - Headteacher

INTRODUCTION

The Avon Valley School is committed to valuing equality, celebrating diversity and actively supporting practices that promote genuine equality of opportunity for all staff and young people.

The Avon Valley School is committed to promoting a positive and inclusive culture in which all staff and young people are valued, included and supported to fulfil their potential irrespective of their age, disability, race, religion, belief, sex, sexual orientation, gender identity, pregnancy or marriage / civil partnership.

We recognise our obligations under the Equality Act 2010 and are committed to promoting equality and diversity with all those we work with, especially our employees, pupils, young people and visitors. We oppose all forms of unlawful and unfair discrimination, bullying, harassment and victimisation and will make every effort to comply with the requirements of the Act and its subsequent provisions.

The following groups have been identified as key recipients in terms of the provision of this statement:

- Looked After or on the edge of Care
- Special Educational Needs / Learning Difficulties and Disabilities
- Excluded or at risk of exclusion from school
- From a minority ethnic group, including Gypsy, Roma and Traveller
- Have English as an additional language
- Are missing in education
- Have ill health, including hospitalisation, affecting attendance at school
- Are Not in Education, Employment or Training (NEET)
- Drug or alcohol abuse
- School age / teenage parents
- Young carers
- Offending or at risk of offending
- Mental health issues
- In receipt of free school meals
- Live in areas of deprivation
- Gifted and talented

This policy and all associated procedures apply to all staff (including volunteers and students on placement), young people and visitors and should be read in conjunction with the following policies:

Anti-Bullying Policy

- Complaints Policy
- E-Safety Policy
- Health and Safety Policy
- Behaviour Policy
- Off-Site Visits Policy
- Privacy Policy

- Positive Handling Policy
- Safeguarding and Child Protection Policy
- Whistle Blowing Policy
- Staff Code of Conduct

Failure to comply with these policies and procedures may result in disciplinary action.

Discriminatory treatment, bullying, harassment or victimisation of staff or young people by visitors will also not be tolerated.

COMPLIANCE

Compliance with the Equality Act 2010 is the responsibility of all members of staff. The Avon Valley School does not condone any act of discrimination, bullying, harassment or victimisation. Any breach of this policy may lead to disciplinary action.

POLICY, LEADERSHIP AND MANAGEMENT

Responsibility

The overall responsibility for communicating, implementing and monitoring the policy is the Headteacher's, who is responsible for:

- Making sure the Equality, Diversity and Inclusion Policy is readily available and is disseminated to the governors, staff, students, their parents/carers
- Ensuring the Equality, Diversity and Inclusion and its procedures are followed
- Disseminating information for staff and governors relating to the policy, how it is working and providing training for them on the policy, if necessary
- Ensuring all staff know their responsibilities and receive training and support in carrying these out
- Taking appropriate action in cases of EDI incidents of concern.

The Governing Body is responsible for:

- Ensuring the school complies with the amended Equality Act 2010
- Ensuring the Equality, Diversity and Inclusion Policy and its procedures are followed

All members of staff are responsible for:

- Dealing with EDI incidents of concern, and being able to recognise and tackle these incidents.
- Promoting Equality, Diversity and Inclusion.
- Keeping up-to-date with the law on discrimination, taking up training and learning opportunities if required

Teaching staff are responsible for:

- Ensuring that teaching and learning has a global inclusive ethos

Pastoral staff are responsible for:

- Ensuring that the various cultural and inclusivity needs of our students are understood, communicated and met through the pastoral support team

All students will have the right to be consulted, informed and have the opportunity to participate in all school activities. They are responsible for:

- Working towards Equality, Diversity and Inclusion within our school.

CURRICULUM, TEACHING AND ASSESSMENT

The Avon Valley School is committed to delivering a curriculum which is global, anti-racist and inclusive. We recognise and celebrate cultural diversity and challenge racism and damaging stereotypes. Guidance to achieve this is provided by Warwickshire County Council.

Ethnic minority role models take an active part in the school be they teaching staff, teaching assistants or members of the community. We also use special talks and assemblies to reflect our inclusive ethos.

Groupings of students are taken very seriously and measures are taken to ensure there is no cultural bias. Academic data, both from internal and external sources is used to group students and tutor groups in general reflect the cultural diversity of the school as a whole.

ADMISSIONS, ATTENDANCE, DISCIPLINE AND EXCLUSION

The Avon Valley School is dedicated to ensure that all processes are fairly applied to all students and staff, regardless of ethnicity.

We:

- Record admissions, attendance and exclusions by ethnicity
- Ensure equality of treatment in relation to admission, attendance, discipline and exclusion
- Ensure our Behaviour Policy is applied equally to all students
- Ensure all staff operate a consistent system of rewards and sanctions

STUDENTS: PERSONAL DEVELOPMENT, ATTAINMENT AND PROGRESS

At The Avon Valley School, we monitor all students' attainment in all subject areas to inform future planning.

Through our monitoring process any underachievement by groups of ethnic minority students will trigger specific and targeted action to improve attainment.

We celebrate the achievement of all students through our pastoral system, House assemblies and full school assemblies.

We offer a wide range of extra-curricular activities to support the academic and social development of all students.

All students are provided with career guidance. Care is taken to ensure that limiting stereotypes are consistently challenged and that all work placements, either for Work Experience or more extended placements, are free from racial harassment.

ATTITUDES AND ENVIRONMENT

At The Avon Valley School, we pride ourselves on our inclusive ethos. We adopt a whole school approach to tackling racial discrimination and promoting equality of opportunity and good race relations.

We value our diversity and it is celebrated in both the hidden and taught curriculum, but it also permeates into every aspect of school life, through assemblies, displays and our newsletters.

The Avon Valley School is a safe learning environment. As well as tackling racial discrimination, we offer support to the victims of discrimination and counselling to the perpetrators in order that they understand why their behaviour is unacceptable.

Training is provided for staff and governors to ensure awareness of their statutory obligations under the Race Relations Amendment Act.

PARENTS, GOVERNORS AND COMMUNITY PARTNERSHIP

The Avon Valley School recognises the importance of maintaining proactive relationship with parents, governors and the community.

Our parents are kept fully informed of the progress of their child. This may be carried out through:

- Parent's Evenings,
- by appointment to meet with a member of staff,
- by letter or newsletter
- by telephone or email
- by assisting with school trips
- 'open door' policy

As part of our 'open door' policy we encourage all parents to actively participate in the learning of their child and become involved in the life of the school. We inform the community on how to become a governor of the school and our school's facilities are made accessible to all, regardless of their ethnic background.

STAFF: RECRUITMENT, TRAINING AND PROFESSIONAL DEVELOPMENT

The Avon Valley School takes active steps to employ an ethnically diverse workforce on the basis of merit thereby providing positive role models for our students.

The school's recruitment process (applications, short listing and appointments) is monitored to ensure that there is no ethnic bias.

All staff are offered professional development opportunities and are encouraged to consider promotion on merit, regardless of their ethnic background.

Staff competence in the area of race equality is assessed through appraisals and staff and governors are provided with sufficient training on race equality to allow them to carry out their statutory duties (please refer to "Attitudes and Environment" section of this Race Equality Policy).

MONITORING AND EVALUATION

The Avon Valley School's commitment to race equality will be evident in the way we live out this policy: the enthusiasm with which it is communicated, the careful handling of any incidents where it is contravened and through the continual monitoring of its progress.

Building on our existing good practice, the school will continue to tackle all types of discrimination and ensure quality of opportunity and good race relations.

REVIEW

This policy will be reviewed biennially.