



GOSDEN HOUSE SCHOOL VALUES

At Gosden, we treat each other with kindness and respect, celebrating the differences that make us all special and unique. Everyone has a voice that is heard and we help each other to reach our dreams and goals. We are proud to be in the place that is right for us. We are not just a school, but a Gosden family.

Provision of information in other formats - We will endeavour, wherever possible, to provide information in alternative formats when required or requested. Examples of this are by using email, royal mail, enlarged print versions, audio tapes, translations, symbolled text. Adequate prior notice would be required through the school office.

Accessibility to premises - To continue to ensure that the school building and grounds are accessible to the extended school community, pupils, staff, governors, parents and community members as far as reasonably possible.

EQUALITY POLICY

Date of original policy	Jan 2019
Original school author	Cindy O'Sullivan
Review date and SLT initial	June 2024 COS
Next review date	June 2027
Date approved and signed in governing body meeting (if Applicable)	N/A

Rationale

In line with our Aims, Gosden House School is committed to respecting the equal human rights of all our pupils and to Diversity, Equity, Inclusion and Belonging in our school community (Appendix 1).

We also respect the equal rights of our staff, parents and stakeholders. In particular we will adhere to the relevant legislation and implement an Equality Scheme under the following areas:

- Disability
- Race
- Sex
- Sexual Orientation
- Religion or belief
- Age
- Gender Reassignment
- Marriage and civil partnership
- Pregnancy or maternity

Aims

1. To ensure that all school decisions and policies take protected characteristics into consideration, and the school is compliant with legislation as outlined in the Equality Act 2010.
2. To promote a positive and proactive approach to the elimination of discriminatory practices.
3. To engender a culture where discrimination is unacceptable, is reported when it occurs and is dealt with in accordance with the School's disciplinary procedures.

Responsibilities

The Governors are responsible for:

- Making sure that the school complies with the relevant equality legislation.
- Ensuring that the school Equality Policy and Scheme are monitored and implemented.

The Head teacher is responsible for:

- Ensuring that the school Equality Policy and Scheme are monitored and implemented.
- Ensuring that the Policy and Scheme are available and understood by all.
- Reviewing and reporting on the progress of the Scheme.
- Taking appropriate action when discrimination is detected.

- Reporting annually to the Governors and the authority with regard to numbers of reported incidents.
- Ensuring all staff know their responsibilities and have received the necessary training to carry them out.

All staff are responsible for:

- Ensuring that the Policy and Scheme are followed.
- Reporting any incidents of discrimination, i.e. racism, gender / homophobic bullying, ageism etc.
- For procedures for reporting an incident staff should refer to the Whistle Blowing Policy.
- For non staff members, incidents should be reported to the Head teacher and in the event that the incident relates to this person, to the Chair of Governors.
- Being able to recognise and tackle bias and stereotyping.
- Promoting equal opportunities and good race relations.
- Avoiding discrimination against anyone
- Keeping up to date with the law regarding discrimination and equality.
- Taking up training and learning opportunities.

Public sector equality duty

Due to the size of the school, employee data is not published.

All new and existing policies when reviewed will be modified with regard to these duties.

Please read in conjunction with:

- Special Educational Needs policy
- Equal opportunities statement
- Whistle blowing policy □ Admissions procedure
- Code of conduct for staff
- Diversity and equality action plan

Appendix one

DIVERSITY

Appreciating everyone's differences



EQUITY

Every individual is supported



INCLUSION

Every individual has a voice



BELONGING

We are all part of the Gosden family



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