



ROSE HILL SCHOOL
ROYAL TUNBRIDGE WELLS

**EQUALITY, DIVERSITY & INCLUSION
POLICY**

EQUALITY, DIVERSITY & INCLUSION POLICY

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MISSION STATEMENT

- * A Rose Hill School child's learning experience is one of aspiration, adventure, and achievement in a nurturing, caring school.

AIMS

Working with **integrity** your child will:

- * Be inspired to develop **confidence** to thrive in all areas of our rich curriculum.
- * Foster the skills and talents which enable them to **organise** their learning and plan to achieve success.
- * Demonstrate **persistence** to flourish in the face of challenge.
- * Show **resilience** and learn from difficult situations.
- * **Get along** with others, work collaboratively and accept everyone.

Nisi Dominus Frustra - Without the Lord, everything is in vain

Opening Statement

Rose Hill School is committed to safeguarding and promoting the welfare of children. All staff share this commitment and are trained in line with our Child Protection and Safeguarding Policy.

Rationale

Rose Hill School has for many years celebrated its rich and diverse cultural community and is committed to ensuring that equality is at its heart.

1. Legal Duties

The School is committed to:

- promoting equality of opportunity.
- promoting good relations between members of the school community notwithstanding age, disability, gender reassignment, race, marital status, religion or belief, sex or sexual orientation.
- eliminating unlawful discrimination.

2. Guiding Principles

In fulfilling our legal duties listed above, we are guided by three essential principles:

- Every member of the Rose Hill School community should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education.

- Every member of the Rose Hill School community should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities.
- Every member of the Rose Hill School community should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society, and in the wider context of an interdependent world.

Our Equality, Diversity and & Inclusion Lead, Mrs Scarbrough will oversee the fulfilment of our duties.

3. The full range of school policies and practice

We ensure that the principles listed above apply to the full range of our policies and practices, including those that are concerned with:

- pupils' progress, attainment and assessment.
- behaviour, discipline and exclusions.
- pupils' personal development and pastoral care.
- teaching and learning processes and outcomes.
- admissions and attendance.
- the content of the curriculum.
- partnerships with parents and communities (children will not be discriminated against because of the behaviour of their parents).

4. Addressing racism and xenophobia

The School is opposed to all forms of racism and xenophobia, including those forms that are directed towards religious groups and communities, for example Islamophobia.

5. Responsibilities

The Governing Council is responsible for ensuring that the School complies with legislation, and that this policy and its related procedures and strategies are implemented.

The Head is responsible for implementing the policy;

- for ensuring that all staff are aware of their responsibilities and are given appropriate training and support;
- and for taking appropriate action in any cases of unlawful discrimination. All staff are expected to deal with discriminatory incidents that may occur;
- to know how to identify and challenge racial and cultural bias and stereotyping;
- to support pupils in their class for whom English is an additional language;
- and, where possible and/or appropriate, to incorporate principles of equality and diversity into all aspects of their work.

6. Information & resources

We ensure that the content of this policy is known to all staff and governors, and also, as appropriate, to all pupils and parents. All staff and governors have access to a range of resources which discuss and explain concepts of race equality and cultural diversity in appropriate detail.

7. Religious observance

Whilst Rose Hill School is a Christian school, we respect the religious beliefs and practice of all staff, pupils and parents, and comply with all reasonable requests relating to religious observance and practice. This includes making dress and dietary allowance for those who require such because of their beliefs. We hold Christian celebratory assemblies, including Easter, Advent, and a Carol Service in St. John's Church. This is a Christian institution, but other faiths are always welcomed.

8. Reasonable Adjustments

In support of this policy, Rose Hill School will make reasonable adjustments wherever possible to accommodate any person into its community despite any diversity that person may have.

9. Breaches of the policy

Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Head and in some cases the Governing Council. Please refer to the school Behaviour Policy, the Staff Code of Conduct and the Complaints Policy.

10. Monitoring and Review

This Policy will be monitored on a day-to-day basis by staff. It will be reviewed annually, or when there are changes in legislation, by the Head and relevant Governor sub-committee.

Policies

Equality Act 2010

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