



Equality and Diversity Policy

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

Governor's Committee Responsibility:	CCSW
Reviewed:	Summer 2023
Review Period:	Annually
Next Review Date:	Summer 2024

The Limpsfield Grange Values:

At Limpsfield Grange we believe in working together to make a difference.

We are a tolerant community; we accept value and understand others.

We care for all members of our community without judgement.

We are responsible for our own learning, behaviour and actions.

We accept that sometimes things go wrong. We work together to take responsibility for our mistakes and for putting things right.

We are a respectful community and we treat others as we would like to be treated, even if they have different views and opinions to our own.

We understand that good behaviour helps us to prepare for life beyond Limpsfield Grange.

We are positive and resilient. We celebrate difference in everything that we do.

We are all proud to be part of the Limpsfield Grange community.

July 2022

Limpsfield Grange School

Equality & Diversity Policy

Background and rationale

Limpsfield Grange School is fully committed to providing all students and staff with an equal opportunity to reach their full potential.

The Equality Act (2010) covers sex; race; disability; religion or belief; marriage or civil partnership; sexual orientation; students and employees who are pregnant or on maternity or paternity leave; who have undergone or who are undergoing gender reassignment, and age in relation to employees. At Limpsfield Grange, we value and champion the diverse backgrounds of everyone in our community.

All students at Limpsfield Grange School have special educational needs. The majority of our students are autistic and process the world differently to the neurotypical people. The school works tirelessly to improve outcomes and provide an inclusive environment that meets the needs of all learners, and has an ethos of celebrating difference and of championing neurodiversity.

Aims of the policy

We aim for this policy to enable Limpsfield Grange to be a place where all members of our community can flourish and succeed, where students staff and wider stakeholders experience a sense of belonging.

The Limpsfield Grange curriculum offers opportunity for all students to maximise their potential regardless of sex; race; disability; religion or belief; sexual orientation; pregnancy; maternity; ability; marriage or civil partnership; age or gender identification. We endeavour to promote positive relationships with students, parents and carers, employees, Governors and members of the wider community.

At Limpsfield Grange we aim to promote equality, tackle any form of discrimination and actively promote harmonious relations in all areas of school life. We seek to remove barriers to access, participation, progression, attainment and achievement for adults and students alike. We seek to promote neurodiversity across local, national and international communities.

This policy provides a framework for Limpsfield Grange to pursue our equalities duties to eliminate unlawful discrimination, both direct and indirect; harassment; victimisation; and promote equality of opportunity, good relations and positive attitudes between people of diverse backgrounds, and those with protected characteristics in all activities.

We will seek to ensure that no students, employees, parents carers or any other persons, through contact with Limpsfield Grange, receives less favourable or discriminatory treatment on any grounds which cannot be shown to be justified. This includes the protected characteristics identified in the Equality Act 2010 of sex; race; disability; religion or belief; sexual orientation; marriage or civil partnership; students or employees who are pregnant or on maternity or paternity leave; or anyone who is going through or has undergone gender reassignment.

At Limpsfield Grange, we aim to:

- Provide a safe environment where everyone can flourish and achieve.

- Provide a learning and working environment where everyone feels a sense of belonging.
- Prepare our students for successful lives in wider society.
- Include and value the contribution of all stakeholders to our understanding of equality and diversity.
- Provide positive non-stereotyped information about different groups of people regardless of gender; ethnicity; disability; sexual orientation; religion or belief; age; marriage or civil partnership; gender identification or reassignment; pregnancy or maternity.
- Actively challenge discrimination and disadvantage.
- Be a fully inclusive community.

To achieve these aims we will:

- Publish and share our policies with the wider community.
- Collect and analyse data to ensure all groups of students and staff are progressing well and no group is subject to a disadvantage.
- Respond to the diverse needs of our school community and overcome any barriers to learning or employment.
- Ensure that the Limpsfield Grange curriculum and continuous professional development programme make provision to promote and celebrate diversity.
- Have high expectations of behaviour for all members of the Limpsfield Grange community, through our Behaviour Policy and our Staff Behaviour Policy, which outlines our expectation of respect of others.

Limpsfield Grange is committed to:

- Proactively promoting good relationships and equality of opportunity across our school community and the wider community.
- Encouraging, supporting and enabling all students and staff to reach their potential and make a positive contribution.
- Working in partnership with families, placing Local Authorities and the wider community to establish, promote and disseminate inclusive practice.

Scope

The Limpsfield Grange Equality and Diversity policy applies to all people at the school or involved with the school, including students, staff, Governors, parents carers and family members, members of our wider community, suppliers, companies who hire our facilities, external professionals who are commissioned to work with our students and visitors to the school.

Types of discrimination

Direct discrimination occurs when one person treats another less favourably because of a protected characteristic, than they would treat other people.

Indirect discrimination occurs when a provision, criterion or practice is applied generally but has the effect of putting people with a particular characteristic at a disadvantage.

Harassment is unwanted conduct, related to a relevant protected characteristic, which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile or degrading environment for that person. This covers bullying or unpleasant behaviour.

Perceptive discrimination occurs when an individual is directly discriminated against, or harassed, based on the perception that they have a particular protected characteristic, when, they in fact, do not have that protected characteristic.

Associative discrimination occurs where an individual is directly discriminated against, or harassed, for associating with another individual who has a protected characteristic.

Victimisation occurs when a person is treated less favourably than they otherwise would have been because of something that have done in connection with the Equality Act (2010). A protected act includes anything that is done under or in connection with the Equality Act (2010.)

A failure to make reasonable adjustments may occur where a physical feature or requirement, condition or practice puts a disabled person at a substantial disadvantage compared with someone who does not have that protected characteristic, and the employer has failed to make reasonable adjustments to enable the disabled person to overcome the disadvantage.

Roles and Responsibilities

Everyone at Limpsfield Grange has a responsibility for promoting equality and inclusion. Overall responsibility for overseeing equality practices in the school lies with the Leadership Team and the Governing Body.

Governors are responsible for

- Fostering an organisational culture that promotes equality and diversity.
- Celebrating difference.
- Ensuring that the school complies with all current Equality legislation, in particular the Equality Act 2010.
- Ensuring that the Equality and Diversity policy and procedures are followed.

The Headteacher is responsible for

- Fostering an organisational culture that promotes equality and diversity.
- Celebrating difference across the school and wider communities.
- Implementing the Equality and Diversity policy and procedures.
- Ensuring that the policy is readily available and that Governors, staff, students and that parents carers and families know about it.
- Producing regular information for staff and Governors about the policy and how it is working, and providing training for them as required.
- Ensuring all staff know their responsibilities and receive training and support as appropriate.
- Taking appropriate action in cases of harassment and discrimination.
- Ensuring that equality and diversity issues are part of the wider leadership agenda, and ensuring that Limpsfield Grange policies and procedures are developed with these issues in mind.

Staff are responsible for

- Contributing positively to the organisational culture of equality and diversity.
- Celebrating difference.
- Adhering to and promoting the Equality and Diversity policy and procedures.

- Recognising contributions made by every student within the school.
- Recognising and tackling bias and stereotyping.
- Ensuring that all incidents of a discriminatory nature are immediately challenged and recorded appropriately.
- Logging all racist incidents in accordance with statutory guidance.
- Promoting equality and avoiding discrimination against anyone.
- Keeping up to date with the law on discrimination and taking training and learning opportunities.
- Ensuring that they are aware of the background of all students they teach or come into contact with.

Students are expected

- To contribute to the Limpsfield Grange culture of mutual respect and to celebrate difference.
- Not to behave in a manner that would suggest bias; prejudice or discrimination.
- To abide by this policy, in school and when travelling to and from school.
- Report an incident of discrimination so that it can be dealt with swiftly.

Parents, carers and families are

- Expected to support the Limpsfield Grange Equality and Diversity policy.
- Expected to support the sanction applied where a child has intentionally behaved in a prejudiced, biased or discriminatory manner.
- Work with staff to deliver a strong and consistent message about appropriate behaviour.

Visitors and contractors are expected

- Be familiar with and to follow the Limpsfield Grange Equality and Diversity policy.
- Behave in accordance with the Limpsfield Grange Staff Behaviour policy at all times.

Our wider school community is expected

- To be aware of and follow our Equality and Diversity policy.

Disabilities

This policy sets out the Limpsfield Grange's commitment to both potential and actual students and employees with a disability and those existing students and employees who might become disabled. It also provides a framework to ensure that Limpsfield Grange offers a supportive environment for any student or employee with a disability.

Limpsfield Grange also recognises the need to provide such resources as may be necessary to support students in accessing the curriculum and the employment of people with disabilities, and undertakes to identify resources wherever possible. Limpsfield Grange recognises and intends to meet its statutory obligations under the Equality Act 2010 not to discriminate against a student or an employee with a disability and to make reasonable adjustments to seek to overcome any practical difficulties that may prevent an applicant with a disability from taking up a place at Limpsfield Grange School.

Objectives:

- To welcome, enable and empower students and both job applicants and employees with disabilities;
- To be flexibly responsive to the personal requirements of students and employees with disabilities in order to support them in their work school so that they may be fully integrated members of the school's community;

- To ensure that, as an employer, Limpsfield Grange’s obligations under the Equality Act are fully met, and that a disabled job applicant or employee does not experience discrimination in either the process of recruitment or whilst employed by the school. The Headteacher will be the point of contact to provide advice and guidance to students, job applicants, recruitment panels and staff on the implementation of this policy.

Limpsfield Grange will take steps to raise the awareness of disability amongst its staff, specifically:

- To ensure that those involved in recruitment and selection processes are aware of the policy and procedures;
- To ensure that the leaders and colleagues of any employee with a disability understand any specific requirements or adjustments that may be necessary and respond to them in a positive way (subject to the agreement of the disabled employee in relation to the release of any information); and
- To ensure that any employee with a disability is able to seek assistance, if necessary, to support or enable them to continue in employment and reach their full potential.

Examinations

Access arrangements are agreed in advance and allow candidates with special educational needs, disabilities or temporary injuries to access the assessment and show what they know and can do, without changing the demands of the assessment. The intention behind an access arrangement is to meet the particular needs of an individual candidate without affecting the integrity of the assessment. Access arrangements are the principal way in which awarding bodies comply with the duty under the Equality Act 2010* to make ‘reasonable adjustments’.

Comments, compliments and complaints

The school is always keen to receive feedback on all aspects of its work. Please use the normal methods of communication. Should you have a specific complaint, please contact the office for a copy of our complaints procedure.

You can get a copy of our policy in a number of ways. It is available on our school website and a hard copy can be requested from the school office.

Related policies

This policy will be read and reviewed in conjunction with all of our school policies, in particular the following school policies:

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| • Accessibility Plan | • Recruitment and Selection Policy |
| • Behaviour Policy inc Anti Bullying | • Relationships and Sex Education Policy |
| • Child Protection and Safeguarding Policy | • Special Needs Policy |
| • Complaints Policy & Procedures | • Staff Behaviour Policy |
| • Online Safety & Digital Resilience Policy | • Whistle Blowing Policy |

Monitoring

The impact of this policy will be monitored through annual reports given to the Governing Body by the Headteacher. This report will include details of any incidents such as bullying or racial harassment that are related to the duties of the Equality Act, and specifically to any protected characteristic.

The Equality and Diversity policy is supported by the Accessibility Plan, which is updated annually and is monitored by the Governing Body.

Complaints and disputes will be resolved through the schools Complaints Procedure, and will be monitored re: protected characteristics.

Incidents of anti-social behaviour (formerly known as bullying) on protected characteristics (for example homophobic or race based) will be included in relevant reports to Governors.

Policies relating to staff (for example those relevant to making suitable arrangements for disabled staff) will separately ensure that the requirements of the Equality Act are met, and will be monitored by the appropriate Governing Body committee.

Further Information

The Equality & Human Rights Commission www.equalityhumanrights.com

Government Equalities Office www.equalities.gov.uk

About Equal Opportunities www.aboutequalopportunities.co.uk

Review

The Governing Body of Lingsfield Grange School adopted this policy on:

It will be reviewed on:

Signed

Dated

Appendix 1

Limpsfield Grange School Equality Objectives May 2023 – May 2024

Objective	Actions
Continue to ensure that staff and the Governing Body are aware of the current legislation surrounding diversity and equality and understand the school's responsibilities	<ul style="list-style-type: none">• Regular updates to all staff and Governors regarding Equality and Diversity legislation to ensure that Limpsfield Grange is compliant
Ensure that staff are able to challenge any unconscious bias they may experience	<ul style="list-style-type: none">• Revisit/ refresh unconscious bias training which was delivered to staff Aut 22
To provide autism training for the wider community	<ul style="list-style-type: none">• For Headteacher, Outreach Team and Residential Team to provide autism training to other schools, care settings, parents and carers and members of the local national and international communities
To continue to embed the Wellbeing strand of WACI in across the school to enable students to develop and maintain good mental emotional and mental health	<ul style="list-style-type: none">• Deliver Wellbeing strand to students across the school ensuring that students are baselined• Ensure that staff continue to flag and support students who experience difficulties with their mental health and emotional wellbeing