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HM THE QUEEN



## Equality and Diversity Policy

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Policy Reviewed: 29<sup>th</sup> March 2023

Policy Reviewer: Sarah Sherwood

Next Review Date: 29<sup>th</sup> March 2024

Review Cycle: Annual

This Policy should be read in conjunction with:

Admissions Policy  
Accessibility Policy and Plan  
Safeguarding Policy

## **Introduction**

LVS Oxford is committed to promoting equality of opportunity for all learners throughout the school. We celebrate and welcome the contribution that different groups and individuals can make to the school community. The school opposes less favourable treatment of any individual on the grounds of any of the protected characteristics listed in the Equality Act 2010. The Equality Act 2010 defines these as disability, gender reassignment, age, marriage and civil partnership, pregnancy and maternity, race, religion or belief, gender and sexual orientation.

We support our students to understand their place and role in the school, the community and wider society through teaching and learning opportunities. We deliver a range of extended and enrichment activities that provide opportunities for wider community engagement and we actively promote fundamental British values throughout the curriculum and assemblies.

## **Aims**

The aims of this policy are to:

- Encourage and support the learning of all our students, whatever their gender, race, culture, origin or ability to attain the highest levels
- Support students' development as active citizens within the community – citizens who know their own rights and responsibilities as well as knowing those of others
- Celebrate diversity
- Ensure that our teaching styles and materials do not reinforce stereotyping
- Create a whole school approach based on social justice and fairness so that we can promote social inclusion, community cohesion, equality and respect for all
- Eliminate unlawful discrimination on the grounds of any of the protected characteristics
- Promote equality of opportunity for all members of the school community

## **Principles**

- We will strive to promote equality, diversity and cohesion within the local community by actively promoting fundamental British values
- We will embrace people of all faiths, races and cultures with respect and tolerance
- We will not tolerate any extremist views or actions that undermine fundamental British values and equality
- We will challenge discrimination or bullying in respect of any of the protected characteristics
- All our staff will consistently challenge all put-downs, harassment, name-calling, bullying, threatening hurtful behaviour (physical and psychological) that violates a group or individual and leads to marginalisation, exclusion and feelings of powerlessness and worthlessness because of: colour, culture, ethnicity, faith, religion, belief, national origin, national status, disability or impairment, perception of sexuality including sexual orientation, gender, marital status, socio-economic background, age and responsibility for dependants
- We aim to be a 'listening school'. We listen to all our stakeholders including students, staff, parents, visitors, Governors, Trustees, placing authorities, wider community members and other partners
- We will promote human rights and equality, especially the right to education and the right to be safe
- Through our partnership with parents we will promote equality, diversity and community cohesion

- Our policies and practice demonstrate our commitment to inclusion, working with parents, appropriately allocating resources
- We will aim to encourage diversity and eliminate unfair treatment and discrimination through our school policies and procedures in particular in the areas of recruitment, training and development and promotion
- We recognise that staff have rights as employees to work in a supportive, safe and harassment free environment and that we all have an individual and collective responsibility to respect each other's contributions
- We promote an environment where standards of conduct are of the highest level and to ensure that no-one is harassed, victimised or bullied

## **Curriculum**

All students are entitled to equal access to our curriculum. This means that barriers need to be overcome should there be reasons why students find certain aspects difficult. All subject areas will be reviewed annually to ensure the curriculum promotes awareness of diversity, fundamental British values, exploration of identity and human rights. The curriculum is the same for both boys and girls and there is no gender bias.

The curriculum at LVS Oxford aims to promote the spiritual, moral, social, cultural, mental and physical development of all of our students and prepare them for the diverse range of responsibilities, opportunities and experiences of later life. As migration and economic change alter the shape of the local communities where our students live, it is more important than ever that we promote community cohesion both at school and in students' home environments. We hope that through the school's vision, aims and ethos we can promote a sense of identity whilst supporting diversity, demonstrating to our students how different communities can be united by common experiences and values.

## **Reasonable Adjustments**

The school has an ongoing duty to make reasonable adjustments for the diverse needs of its learners. The school will inform and consult with placing authorities and parents about what reasonable adjustments they are able to make for individual learners. The school is not legally required to make alterations to the school's physical environment as part of the reasonable adjustments duty. However, the school monitors and reviews the physical environment to consider what reasonable and proportionate steps can be taken to alleviate any substantial disadvantage that may be caused to individual learners. The school has an Accessibility Plan in place a copy of which can be made available upon request.

## **Concerns and complaints**

The school will seek to provide a supportive environment for those who make claims of discrimination and/or harassment. Any learner who believes that they have been discriminated against should talk to a member of staff or use the school's complaints system in their learner handbook. If any other party feels that this policy has been breached they should raise their concern with a member of the Leadership Team or follow the school's Complaint Policy, which is available on the school website.

## **Monitoring and Review**

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