

Equality, Diversity and Inclusion Policy

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“One of the most consistently high-achieving independent schools in Britain” Sunday Times Schools Guide

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Introduction

At Westbourne School we would define equality as essentially being about fairness and ensuring that we all have the best possible chance to succeed in life, whatever our background or identity.

We strive to be an inclusive school and actively seek to remove any barriers to learning and participation that can hinder or exclude anyone in our community.

We are committed to giving everyone an opportunity to achieve the highest of standards.

This policy applies to all students, staff and all members of our community and is fully supported by our Senior Leadership Team and Group Board.

Related Information

Legislation, Regulations and Guidance that have informed this Policy:

[The Equality Act 2010](#)

[Keeping Learners Safe](#)

[Equity and inclusive education in the International Baccalaureate \(IB\)](#)

Related School Policies and Procedures

- Admissions Policy
- Additional Learning Needs Policy
- Anti-Bullying Policy
- Curriculum Policy
- English as an Additional Language (EAL) Policy
- More Able and Talented Children Policy
- Pre Employment Procedure
- Pupil Code of Behaviour

Our Principles

- Our school belongs to our students, their families, staff and the whole community. We seek to foster belonging and ensure our community is a place where everyone is valued.
- Our School is made up of human beings who all have the capacity of prejudice and bias. We accept this and seek to notice it, recognise it and work with compassion to disempower our prejudices.
- Every member of our community has the right to feel comfortable, safe, secure, equally valued and respected.
- Every member of our community has the right to grow and change, free from prejudice, stereotyping, harassment, bullying and negative discrimination.
- Every pupil in our school community has the right of equal access to a curriculum throughout each key stage, and non-compulsory courses, according to aptitude and ability.



Our Responsibilities/Commitments

The entire school community are responsible for promoting equality and the School's approach to inclusive education by:

- Carrying out an annual analysis of attainment, behaviour and other student data which will be undertaken by (where appropriate) gender, ethnic background, sexuality and ability to ensure no group is being disadvantaged.
- Ensuring school and faculty development plans will act to improve the learning of students according to this analysis.
- School rules and the code of conduct for students clearly and explicitly forbid the verbalisation or vocalisation of discrimination on the grounds of race, culture, religion, gender, sexuality and ability/disability.
- Promoting positive attitudes and awareness development for equality of opportunity is specifically taught through the Health and Wellbeing and tutor programme.
- Providing equality, fairness and respect for all in our employment, whether temporary, part-time or full-time.
- To not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation
- To oppose and avoid all forms of unlawful discrimination. This includes in:
 - pay and benefits
 - terms and conditions of employment
 - dealing with grievances and discipline
 - dismissal
 - redundancy
 - leave for parents
 - requests for flexible working
 - selection for employment, promotion, training or other development opportunities
- To encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense.
- To create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
 - This commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy.Responsibilities include staff conducting themselves to help the organisation provide



equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

- All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.
- To take seriously any complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.
 - Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice. *Details of Westbourne School's grievance and disciplinary policies and procedures can be found in the Westbourne All Staff Handbook as well as the Westbourne School Disciplinary Policy.*
 - Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.
- To make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation - decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- To review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- To monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the Equality, Diversity and Inclusion policy.
 - Monitoring will also include assessing how the Equality, Diversity and Inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

Additional Learning Needs (ALN)

In line with our [Additional Learning Needs \(ALN\) Policy](#), Westbourne Schools aims to support the inclusion of all our students and it is recognised that students who have an Additional Learning Need will require further support across their education.

Equity and inclusive education in the International Baccalaureate (IB)

As an International Baccalaureate (IB) World School, we support the inclusive approach to education designed to remove or reduce barriers so that every student can fully participate in IB programmes.

We are committed to ensuring that all IB programmes are designed to ensure inclusivity and equity—allowing all IB learners to have equal opportunities to learning pathways, learning



experiences and educational recognition in line with their [Access and inclusion policy](#) and [Adverse circumstances policy](#).

As a community, Westbourne School, we are all involved with inclusive education and we use the IB guide to inclusive education: a resource for the whole school development to support it in this approach, with the aim of developing a whole school inclusive culture.

