



# OLD BUCKENHAM HALL

## Equality and Diversity Policy

OBHP14

# EQUALITY & DIVERSITY POLICY

## Contents

1. Legal Duties.
2. Guiding Principles.
3. The full range of the school policies & practice.
4. Addressing racism & xenophobia.
5. Responsibilities.
6. Information & Resources.
7. Religious observance.
8. Reasonable Adjustments.
9. Breaches of Policy.
10. Reference & review.

## **Opening Statement**

Old Buckenham Hall 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.

In this Policy, the word Community refers to all who work or engage with the School. This includes all pupils; day and boarders; all staff; all parents; all visitors and all other stake-holders.

## **Rationale**

Old Buckenham Hall 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 OBH 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 OBH 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 OBH 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.

### **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 Body is responsible for ensuring that the School complies with legislation, and that this policy and its related procedures and strategies are implemented.

The Headmaster 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 Old Buckenham Hall 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 a Church Service in Thorpe Morieux, Rattlesden, Hitcham or Brettenham Church on full-boarding weekends. This is a Christian institution, but other faiths are always welcomed.

## **8. Reasonable Adjustments**

In support of this policy, Old Buckenham Hall 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 Headmaster and Governing Body. Please refer to the school Disciplinary Policy, the 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 Headmaster and relevant Governor.

### **References**

*Race Relations Act 1995 (amended 2005)*

*Disability Discrimination Act 1995 (amended 2005)*

*Equality Act 2010*

*Race Relations (Amendment) Act 2000*