



SHEFFIELD INCLUSION CENTRE

Building Brighter Futures

Equality and Diversity Policy

Date of policy	November 2022
Date approved	Nov 2022
Date of next review	Nov 2023
Signed	

Equality and Diversity Policy

Discrimination on the basis of colour, culture, origin, sex or ability is unacceptable.

Every adult will endeavour to further this objective by showing respect for individuals and trying their best to foster the caring ethos of Sheffield Inclusion Centre. Pupils will be encouraged to do the same.

Our primary objective is to educate, develop and prepare pupils for adult life, whatever their sex, colour, culture, origin or ability.

PRACTICE

Admission

Sheffield Inclusion Centre follows the LA Admissions Policy, which does not permit sex, race, colour or disability to be used as criteria for admission.

Discrimination

All forms of discrimination by any person within the school are to be treated seriously. A careful note must be kept of such incidents. It should always be made clear to offending individuals that such behaviour is unacceptable.

Where pupils are involved the Head Teacher or Deputy Head Teacher should be informed.

Consideration will be given to involving parents early on. Racist symbols, badges and insignia are forbidden in school. Graffiti should be removed immediately.

Parents should be aware of Sheffield Inclusion Centre's commitment to equal opportunities.

Sheffield Inclusion Centre values diversity within the staff. In all staff appointments, the best candidate will be appointed, based on strict professional criteria.

All staff should be aware of possible cultural assumptions and bias within their own attitudes.

Close liaison with the parents and carers of children attending Sheffield Inclusion Centre is of benefit to all concerned.

The Curriculum

All children must have access to the curriculum. Staff must be constantly aware that their own expectations affect the achievement, behaviour and self-image of each pupil. The curriculum must be balanced, objective and sensitive.

People Covered by Schools Provisions

- Prospective pupils (in relation to admission arrangements)
- Pupils at the school (including those absent or temporarily excluded)
- Former pupils (if there is a continuing relationship based on them having been at the school)
- Members of staff
- Parents

Everything a school does must be non-discriminatory:

- Admissions
- Provision of education
- Access to any benefit, facility or service
- Exclusions (Also unlawful to harass or victimise a pupil or applicant)
- Preparation for entry
- Teaching and learning
- Classroom organisation

- Timetabling
- Grouping of pupils
- Homework
- Access to school facilities
- Activities to supplement the curriculum
- School sports
- Breaks and lunchtimes
- Assessment and exam arrangements
- School discipline and sanctions
- Exclusion procedures
- School clubs and activities
- School trips
- School uniform
- Bullying
- Careers education
- Work experience

Equality does not mean treating everyone the same

It means treating people fairly, with respect, having regard for their rights and wishes.

Sometimes this means giving people extra help so they have the same chances.

Sheffield Inclusion Centre will endeavour to observe how well it helps all pupils to make progress, especially those whose needs, dispositions, aptitudes or circumstances require additional support”.

- Disabled pupils and those with SEN
- Boys
- Girls
- Pupils whose prior attainment may be different from others
- EAL learners
- Minority ethnic pupils
- Gypsies, Roma and Travellers
- Looked after children
- Pupils eligible for FSM/Pupils from low income backgrounds
- Lesbian, gay and bisexual pupils
- Transgender pupils
- Young carers

Other vulnerable groups

Sheffield Inclusion Centre has a general duty to:

a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Act

b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it

c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it