



Equal Opportunities Policy Westbury House School

Policy Statement

At Westbury House School, we recognise our responsibility to ensure positive attitudes to diversity and difference – not only so that every child is included and not disadvantaged, but also so that they learn from the earliest age to value diversity in others and grow up making a positive contribution to society. We understand the importance of providing a challenging and enjoyable programme of learning and development, and we undertake to make reasonable adjustments to enable all to participate in our programme of learning, where all are valued and supported.

Westbury House School is committed to avoiding all forms of discrimination as set out in the UK Equality Act (2010). This applies to all pupils (including those in our EYFS setting), the parents and staff members and includes inappropriate discrimination on the grounds of gender; age; religion or belief; physical ability or disability (including HIV status); learning ability; other special educational needs or academic or sporting ability; race (including colour, nationality, ethnicity, family, cultural or linguistic background); marital status and civil partnership; sex; sexual orientation; trade union membership; part-time and fixed-term working; gender reassignment; pregnancy and maternity. These factors are taken into account in the care of our community members so that care is sensitive to different needs.

We seek to ensure that the individual needs of all our pupils, including those who are disabled or have special education needs, are met and pupils are included, valued and supported, and that reasonable adjustments are made for them. We undertake to work with the school community, with parents and with other relevant agencies to ensure that any form of discriminatory behaviour is treated seriously and action is taken to prevent any repetition. This policy statement and the effectiveness of our inclusive practices at Westbury House School are reviewed annually by the Senior Management Team.

The name of the Learning Support Co-ordinator is Mrs Paloma Forde. The Learning Support Coordinator's responsibility is to ensure that arrangements are in place for reviewing, monitoring and evaluating the effectiveness of inclusive practices that promote and value diversity and difference; how inappropriate attitudes and practices will be challenged; and how the provision will encourage children to value and respect others'

This policy statement should be read in conjunction with the school's policies on Behaviour and Discipline, Anti-bullying, Admissions, and the PSD schemes of work and SMSC development of pupils. Staff are also covered by Westbury House School's Equal Opportunities Procedures, found later in this document

Procedure for Pupils

Westbury House School seeks to implement this policy statement effectively through the following actions:

- Provision of our policy statement for equal opportunities to all pupils, staff and parents, including those of prospective pupils.

- Working with outside agencies such as educational psychologists, occupational therapists, family/pupil medical practitioners and mental health agencies (CAMHS) to support the endeavour of the school in serving the needs of all pupils, parents and staff.
- Discussing, where appropriate, equal opportunities and the special needs of individuals at staff meetings
- Delivering the message of equal opportunities within PSD and the wider curriculum.
- Dedicating whole school assemblies, Form time and 'circle time' to the importance of kindness, care and unconditional respect for members of the school and the wider community and on promoting and valuing diversity and differences.
- Ensuring different faiths and cultures are studied in RE and the Science curriculum celebrates physical differences in the human race.
- Meeting the individual needs of pupils, as detailed by parents and by the pupil's previous setting, through teacher, assistant and outside agencies working together with the pupil and the pupil's parents.
- Monitoring the needs of all pupils as they progress through the school through discussion at meetings, and written information circulated confidentially, relating to specific support for learning or emotional, social, mental, physical or other difficulties.
- Ensuring that the PSD curriculum includes discussion of Equal Opportunities.
- Ensuring school documents demonstrate a commitment to Equal Opportunities and avoid inappropriate discrimination of all forms.
- Challenging inappropriate attitudes and practices by using role play in drama and circle time, by speaking with those involved and by the graduated approach of Form teacher, Deputy Head, and Head Teacher becoming involved as necessary with pupils, parents and staff.
- Pupils are made fully aware of the school's sanctions system.

Procedure for Members of Staff

To ensure the elimination and prevention of discrimination and the promotion of equality of opportunity in employment.

1. Sex Discrimination

Unless the job is covered by a statutory exception, we will not discriminate directly or indirectly on the grounds of sex, gender assignment, sexual orientation, pregnancy, marital status or civil partnership.

2. Race Discrimination

Our equal opportunity policy statement aims to ensure that:

- No job applicant or employee receives less favourable treatment than another on racial grounds.
- No applicant or employee is placed at a disadvantage by requirements or conditions which have a disproportionately adverse effect on his/her racial group and which cannot be shown to be justifiable on other than racial grounds.
- Individuals who have made allegations or complaints of racial discrimination or provided information about such discrimination will not be victimised

3. Disability Discrimination

In connection with dealings in relation to persons with a disability within the meaning of the Disability Discrimination Act 1995 we will:

- Not discriminate against disabled people or those who have been disabled
- Make any reasonable adjustments of our employment arrangements or premises which place disabled people at a substantial disadvantage compared with non-disabled people
- Not treat a disabled employee or disabled job applicant less favourably for a reason relating to the disability than others to whom that reason does not apply unless the reason is material to the particular circumstances and substantial
- Not discriminate against an employee who becomes disabled or has a disability that worsens

Disability - Inclusion

Westbury House School seeks to provide an inclusive environment for all its pupils where every child's needs are catered for and no pupil is disadvantaged by our methods of education.

The Equalities Act 2010 aims to end discrimination against people with disabilities and to improve access in all areas of life. Since 2002, it has been unlawful for schools and Local Education Authorities to discriminate against pupils with disabilities in admissions and exclusions, in education, and in associated services. From 1st October 2004 it is unlawful to discriminate against people with disabilities by preventing them from having access to premises.

Our Accessibility Plan details the changes required to our buildings and to other aspects of our school so that we fulfil our legal requirements and remove barriers to inclusion for all pupils and staff with disabilities. However, given the age and the nature of the building, it would not be possible to change the physical access to the first and second floors

Aims

Westbury House aims to be an inclusive school. We actively seek to remove the barriers to learning and participation that can hinder or exclude individual pupils, or groups of pupils.

This means that equality of opportunity must be a reality for all our children, and this of course includes pupils with disabilities.

Nevertheless, given that we are a very small school with a small staff, there may be occasions where we cannot provide an education for pupils that enables them to fulfil their potential. Should this become apparent at any time, we aim to involve the parents in discussions about the way ahead and how to find more appropriate provision for their child.

Disability Non-Discrimination

- Where possible, we will ensure that pupils with disabilities have the same opportunities as non-disabled pupils to benefit from the education our school provides.

- We will not treat a pupil with a disability less favourably than others because of the nature of his or her disability.
- We will make all reasonable adjustments to ensure that a pupil or member of staff with disabilities is not placed at a disadvantage.
- We will do our best to anticipate the needs of a pupil or staff member with disabilities before he or she joins the school.

Staffing

When advertising posts, or interviewing applicants, or deciding on appointments, the proprietor and staff will follow the necessary procedures, and will not discriminate against people with disabilities.

Should a member of staff become disabled, the proprietor will make reasonable adjustments to that person's employment arrangements in order to try to enable them to continue in post.

All members of staff are entitled to professional development and training, and are expected to take advantage of a continuous programme of professional development.

Policy into practice

The proprietor is responsible for the school's duty not to discriminate.

Mr Amit Mehta of Inspired Learning Group and Mrs Murray jointly discharge the responsibility of ensuring that we meet our obligation not to discriminate.

The Head Teacher will ensure that all members of staff are aware of their responsibilities to all pupils without exception.

All members of staff are fully committed to the policy of not discriminating against pupils, parents or staff with disabilities.

Parents and carers are asked to keep us informed about any relevant issues so that we can work towards resolving them.

Religion

Westbury House School is a Christian school. Unless the job is covered by a statutory exception, we will not discriminate directly or indirectly on religious grounds

- In the arrangements made for deciding who should be offered a job
- In any terms of employment, including pay
- By refusing or omitting to offer a person employment
- In the way we afford access to opportunities for promotion or training
- By victimising an individual for a complaint made in good faith about discrimination on religious grounds or for giving evidence about such a complaint

Age Discrimination

In connection with any dealing in relation to age as described in the Employment Equality (Age) Regulations 2006, we will not discriminate:

- In the arrangements made for deciding who should be offered a job
- In any terms of employment, including pay

- By refusing or omitting to offer a person employment
- In the way we afford access to opportunities for promotion or training
- By victimising an individual for a complaint made in good faith about discrimination on the grounds of age or for giving evidence about such a complaint

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