

THE CHILDREN'S HOSPITAL SCHOOL



Equality and Diversity Policy

The Children's Hospital School at Great Ormond Street & UCH		
Review Frequency	Four years	<i>Next review date: March 2021</i>
Previous Reviews		
Full Governing Body Ratification	√	<i>Date: 15.03.17</i>
Approving Committee	Achievement & Curriculum	<i>Date: 01.02.17</i>
Policy Holders (name of staff)		
Published on website	Yes	<i>Date: 30.03.17</i>

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Introduction

The Children's Hospital School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are equally valued.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

Our approach to equality is based on the following 7 key principles

All learners are equally valued, whether or not they are disabled, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.

We recognise, respect and value difference and believe that diversity is a strength. We take account of differences and strive to remove barriers and disadvantages, which people may face, in relation to age, sex, disability, ethnicity, gender identity, religion, belief or faith and sexual orientation, pregnancy and maternity, marriage and civil partnership. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

We foster positive attitudes and relationships. We actively promote positive attitudes and mutual respect between different groups and communities.

We foster a shared sense of cohesion and belonging. We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life as far as their health permits.

We observe good equalities practice for our staff. We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development.

We have the highest expectations of all our children. We expect that all pupils can make good progress and achieve to their highest potential.

We work to raise standards for all pupils, but especially for the most vulnerable. We believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school.

Purpose of the policy

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). This means that schools cannot discriminate against pupils or treat them less favourably because of their sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation or pregnancy or maternity.

Age and marriage and civil partnership are also “protected characteristics” but are not part of the school provisions related to pupils.

The Act requires all public organisations, including schools to comply with the Public Sector Equality Duty and two specific duties.

The Public Sector Equality Duty or “general duty” This requires all public organisations, including schools to:

- Eliminate unlawful discrimination, harassment and victimization
- Advance equality of opportunity between different groups
- Foster good relations between different groups.

Public organisations also have 2 “specific duties”:

- 1.To publish information to show compliance with the Equality Duty
2. To publish Equality Objectives at least every 4 years which are specific and measurable

This policy describes how the school is meeting these statutory duties and is in line with national guidance. It includes information about how the school is complying with the Public Sector Equality Duty and also provides guidance to staff and outside visitors about our approach to promoting equality.

What we are doing to eliminate unlawful discrimination, harassment and victimisation

- We take account of equality issues in relation to admissions and exclusions, in the way we provide education for our pupils and in the way we provide access for pupils to facilities and services.
- We are aware of the Reasonable Adjustment duty for disabled pupils (designed to enhance access and participation to the level of non-disabled pupils and stop disabled children being placed at a disadvantage compared to their non-disabled peers).
- We monitor and respond quickly to incidents of discrimination, harassment and victimisation.
- The Headteacher ensures that all appointment panels give due regard to this policy so that no one is discriminated against when it comes to employment, promotion or training opportunities.
- We ensure that the views of those who are affected by a policy or activity are included when designing new policies, and reviewing existing ones.
- We take seriously the need to consider equality implications when we develop, adapt and review any policy or procedure and whenever we make significant decisions about the day today life of the school.

What we are doing to advance equality of opportunity between different groups

- We avoid language that runs the risk of placing a ceiling on any pupil's achievement or that seeks to define their potential as learners.
- We are alert and proactive about the potentially damaging impact of negative language in matters such as race, gender, disability and sexuality.
- We use a range of teaching strategies to ensure we meet the needs of all pupils. Given our special setting, teaching and learning are highly personalised.
- We discuss difference and diversity and the impact of stereotyping, prejudice and discrimination as part of our Citizenship teaching. We use materials and resources that reflect the diversity of the school community and the national population.
- We have access to the hospital's interpreting service to support communication with parents and pupils for whom English is not their first language.

What we are doing to foster good relations

- We provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures.
- We include the contribution of different cultures to world history.
- We provide opportunities for pupils to listen to a range of opinions and empathise with different experiences.
- We promote positive messages about equality and diversity through displays, assemblies, visitors, and whole school events such as; Black History Month and Fair Trade Week.
- We promote a whole school ethos and values that challenge prejudice based discriminatory language, attitudes and behaviour.

Roles and Responsibilities

We expect all members of the school community and visitors to support our commitment to promoting equalities and meeting the requirements of the Equality Act. We will provide guidance and information to enable them to do this.

Teaching and Support Staff

All teaching and support staff will:

- promote an inclusive and collaborative ethos in their classroom
- challenge prejudice and discrimination
- deal fairly and professionally with any prejudice-related incidents that may occur
- maintain the highest expectations of success for all pupils
- support different groups of pupils in their class through differentiated planning and teaching, especially those who may (sometimes temporarily) find aspects of academic learning difficult.

Staff Member responsible for Equalities: Jackie Goldsmith

(Jackie Goldsmith is a member of two equalities organisations at Great Ormond St Hospital NHS Trust: the Family Equality and Diversity Group and the Learning Disabilities Steering Group)

Governors

Governors will:

- ensure that procedures and strategies related to this policy are implemented
- promote equality of opportunity across all aspects of school life and the wider community
- ensure equal opportunities in staff recruitment and professional development and in the membership of the Governing Body

Lead Governors for Equalities: Lizzie Yauner (GOSH) and Jo Begent (UCH)

Equal Opportunities for staff

This section deals with aspects of equal opportunities relating to staff. We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law.

We are also concerned to ensure wherever possible that the staffing of the school reflects the diversity of our community.

As an employer, we strive to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.

Equality Objectives and Outcomes

Our specific Equality Objectives and our progress towards meeting them are set out in the following documents displayed on our website.

Curriculum Accessibility Plan
Physical Accessibility Plan
Published Materials Plan

In general, we evaluate our success in meeting our Public Services Equality Duties by:

- the extent to which we achieve improved outcomes for all our pupils. We monitor the outcomes for our pupils through their progress towards individual targets, on-going assessments and case studies as set out in the School's Assessment Policy.
- reviewing relevant feedback from pupils, parent questionnaires and staff surveys.
- external validation e.g. Inclusion Quality Mark (awarded 2016).

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