



## TIFFIN SCHOOL

### Equality Policy

#### Statement of principle

Every member of our school community, whether a student, member of staff, parent or carer, governor or visitor, is regarded as of equal worth and importance, irrespective of colour, creed, culture, class, origin, race, gender, sexuality, disability and/or ability.

#### Legal background

The Equality Act 2010 replaced all existing equality legislation with a single source of anti-discrimination law. It also imposed a new 'public sector Equality Duty'. The aim of the new duty is to embed equality considerations into the day-to-day work of public bodies so that they tackle discrimination and inequality and contribute to making society fairer. Our policy reflects DfE guidance: '*Equality Act 2010 Advice for School Leaders, School Staff, Governing Bodies and Local Authorities*'.

#### Our responsibilities under the Equality Act 2010

In our decision-making we must have due regard to the need to:

- eliminate unlawful discrimination and other conduct prohibited by the Act
- advance equality of opportunity between people from different groups
- foster good relations between persons from different groups

We will consider the implications of our decisions and actions for the different groups of people who will be affected by them. We will do it as we develop policies and make decisions, not after the event, and we will keep our policies and decisions under review.

The different groups of people protected by the Act are those who share certain characteristics. The 'protected characteristics' are:

- age (staff only/employment)
- religion or belief
- sex
- sexual orientation
- race (including ethnic or national origins, colour or nationality)
- gender reassignment
- pregnancy or maternity
- disability

We must publish information showing how we comply with our equality duty. We will do this by putting this statement on our website, and by publishing other information which shows how we

uphold and promote the principle of equality. As our school employs fewer than 150 people, we do not plan to publish specific information about our staff.

We must also set ourselves equality objectives which will help us to further the aims of our equality duty. Our objectives will be appropriate to the needs of our school, and will be achievable, specific and measurable. We will put our equality objectives on our website. We will also put information on our website about the steps we have taken and the progress we are making towards meeting the objectives we have set ourselves.

### **Equality in practice at Tiffin**

Equality principles are embedded in all aspects of how our school is run. Examples of the many ways in which we demonstrate our commitment to the principle of equality are set out below.

#### ***Admissions***

Tiffin's admissions policy does not permit colour, creed, culture, class, origin, race, sexuality, or disability to be used as criteria for admission.

#### ***Registration***

Students are encouraged to accept and respect names from other cultures.

#### ***Language***

We view linguistic diversity positively. We aim for students and staff to feel that their natural language is valued. We are committed to supporting students who have English as their second language.

#### ***Culture, Class and Race***

We acknowledge that members of our school community come from diverse cultural, racial and socio-economic backgrounds. We endeavour to foster an atmosphere of mutual respect in order to help to promote a school and a society in which there is social, religious and racial harmony. We value the history, experience and contribution of our multi-cultural community and seek to express this in the curriculum and life of our school. We do not tolerate racist behaviour in any form.

#### ***Gender***

As a school, we accept that there are gender inequalities in our society which impose limits, particularly on expectations and behaviour, so we constantly examine our curriculum, extra-curricular provision, procedures and materials for gender bias or inequality. We are a single-sex lower school environment, with a co-ed sixth form. As such, we seek ways to expose our students to the norms of a mixed environment through the design of our curriculum and curricular and extracurricular activities.

#### ***Sexual Orientation***

Positive attitudes towards homosexuality and negative attitudes towards homophobia are promoted through the school's social and moral development programme as well as through the inclusive ethos of the school. We celebrate diversity. Homophobic, transphobic, bi-phobic and any other form of bullying is not tolerated.

### ***Religion***

We acknowledge that members of the school come from diverse faith backgrounds: some have no religious faith, others are committed to a greater or lesser extent to a variety of religions. We seek to promote an ethos of tolerance based on understanding of and respect for the beliefs and practices of others. With regard to the teaching of RE we consider that the role of the teacher is that of educator and not that of evangelist. We do not seek to make students religious, but to teach them about religion through the use of philosophy and critical thinking.

### ***Curriculum***

Equality principles are reflected in the formal curriculum (the programme of lessons); the informal curriculum (wider opportunities); and the 'hidden' curriculum (the ethos of the school and the quality of personal relationships etc.).

### ***Resources***

Our aim is to provide for all students according to their needs, irrespective of ability or ethnic origin. We ensure that our resources reflect a range of cultures and races and promote the achievements of women as well as men.

### ***Appointments***

The Headteacher and Chair of the Personnel Committee ensure that recruitment advertisements, shortlists and interview procedures are neither directly or indirectly discriminatory. In each case the best candidate will be appointed, based on strict professional criteria and irrespective of gender, race, disability etc. Similarly, there will be no discrimination when considering existing staff for promotion, transfer or training opportunities, or for dismissal.

### ***Awareness of policy***

We want all members of our school community to be aware of our equality policy, so it will be published on our website and will be displayed in our student handbooks and parents and students will be able to access the policy on the VLE.

### ***Breach of the policy***

In the event of a breach of the policy, we will take appropriate action. If a student breaches the policy, staff will log the incident and the student will be dealt with in accordance with the behaviour policy. The consequences of any further breach of conduct will be made clear to the student (the ultimate sanction being exclusion). If a member of staff breaches the policy the relevant procedures in the staff discipline and grievance policy will be instigated. If a parent, visitor or contractor breaches the policy they will be reminded of the school's commitment to equality and asked to desist, and further incidents may lead to individuals being requested to leave the school premises. A serious breach may constitute a criminal offence, so will be reported to the relevant authorities.

### ***Monitoring and review***

We monitor the impact of our policies and procedures on different groups, and the effectiveness of

our policies are assessed through our self-evaluation procedures. The governing body will receive reports from the Headteacher that will enable evaluation of the implementation and impact of actions taken to achieve the equality objectives.

The governing body will monitor the pattern and frequency of equality related incidents – defined as any incident which is perceived by the victim or any other person to contravene this policy- and will evaluate the effectiveness of the school's response.

## **Annex 1**

### **Equality Objectives -**

Tiffin School is committed to promoting equality of opportunity for all members of the school community.

#### **Objectives**

1. To promote the LGBT+ Society to staff and students and ensure that student voice is heard in relation to LGBT+ through regular meetings and the inclusion of all year groups in the running and delivery of the society.
2. To review the school pastoral and curriculum program regarding Ethnic Diversity and Equal opportunity during the increased profile of BLM and the Me Too movements.
3. Continue to ensure a positive transition from a single sex school into a co-ed sixth form; all students will be well prepared for and supported in a co-ed school environment.

#### **Previous Objectives**

The following objectives have been drawn from the school and departmental planning and review cycles on 2018/2019, staff and student views and from our performance analysis for the year.

1. To ensure a positive transition from a single sex school into a co-ed sixth form; all students will be well prepared for and supported in a co-ed school environment.
2. To provide a curriculum and co-curriculum that is inclusive and supportive of LGBT+ staff and students.
3. To review the KS3-4 21CL program and the sixth form pastoral program to ensure that gender equality and sexual orientation equality are at the heart of the school's inclusive ethos.

#### **Review: October 2020**

1. The sixth form is now a fully Co-ed sixth form. The inclusion of girls in year 12 and 13 has been an enormous success. The DHP team is co-ed and girls have high profile leadership, involvement in sport, House systems, societies and student voice. Feedback from the student voice is that the integration is positive and the girls feel quickly welcome and at home at Tiffin. The impact in the lower school has also been positive, with all students responding well to the leadership of female prefects and inclusion around the school.

2. 21CL has been reviewed to include more LGBT+ representation and the LGBT+ Society was launched this September 2020 to all students and staff, led by staff PA, RF, KJ and HBX. This is online at the moment but moving to physical year group bubbles during COVID restrictions
3. This has been done and the SoW have been updated to ensure equality is embedded in our ethos and curriculum.

Updated October 2021

## **Annex 1: Equality Statement of Principle**

Every member of our school community, whether a student, member of staff, parent or carer, governor or visitor, is regarded as of equal worth and importance, irrespective of colour, creed, culture, class, origin, race, gender and gender identity, sexuality, disability and/or ability. All Tiffin students are therefore required to uphold this statement of principle.

The Tiffin staff and governors remain very clear; any act of prejudice or discrimination is unacceptable.

Every act of prejudice, discrimination or abuse reported to the school will always be appropriately investigated with suitable actions taken.

At Tiffin, acts of prejudice, discrimination or abuse are socially unacceptable, and to be a bystander, is also considered to be complicit.

We also expect these values to be reflected in our students' conduct beyond school and online. Any student found to harass, abuse or bully others, including via social media and other online forums, will be breaking our principles of respect and equality for all and, in addition, will be deemed to be bringing the school into disrepute. In such cases, we will apply our Behaviour and Pupil Disciplinary Policy.

## **Reporting and complaints**

We recognise that there are barriers which deter students from reporting incidents, which is why we have an anonymous online form for bringing concerns to the school's attention regarding breaches of this Statement of Principle and the school Code of Conduct. There is also a separate Safeguarding online form for requesting contact with the safeguarding team, in addition to the usual contact that can be made through the pastoral and safeguarding staff. (See Safeguarding on Google Homepage)

We also regularly consult with a representative group of students to discuss issues related to harassment and discrimination.

One of Tiffin's core aims is to "Foster empathy, generosity and respect for others". We are extremely proud of our multicultural and diverse school community, and the celebration of the individual that lies at the core of our ethos. By listening and learning together, we will ensure that

Tiffin is a community where people always feel safe, respected and able to be their authentic selves, free from all forms of discrimination.