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**Equity, Diversity and Inclusion Policy**

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| ISI | Part 1, 3 and other legislation | |
| NMS (if applicable) | NMS 3 | |
| Policy Owner (SLT) | LJRL | |
| Policy Last Updated | 30.05.24 | LJRL |
| On the Website | Yes | |

# Please read in conjunction with:

* Accessibility Policy
* LGBTQ+ Policy
* Safeguarding Policy

**Bloxham school is committed to preventing discrimination, valuing diversity, promoting equality & dignity at work, and achieving inclusion and equal opportunity for all.**

* Valuing diversity means creating a work-place where everyone’s skills, talents and background are recognised, respected and valued, and can be used to their full potential.
* Bloxham School seeks to provide equal opportunities for all its students and staff regardless of race, gender, age, pregnancy or maternity, religion and belief, cultural background, linguistic background, sexual orientation, gender reassignment, SEN and disability.
* All staff and students are expected to treat each other with respect as individuals, and racist, sexist, transphobic or homophobic remarks will not be tolerated. The School has a statement of Ethos published on its website. Training in Equality, Diversity and Inclusion will be provided to staff.
* The school seeks to dispel the development of stereotypical images of other groups, faiths and cultures. Issues of equality, diversity, discrimination and harassment will be addressed within the PSHE curriculum, in tutor times and House nights-in and days-in.
* Bloxham School has a cycle of external speakers and agencies who lead both staff training and student education. Some of these are designed to encompass educational opportunities concerning the protected characteristics under the 2010 Equalities Act.
* The Staff policy for Equality at Work is set out in the first section of the Code of Conduct for Staff. The Bloxham School Code of Conduct is designed to combat discrimination and to promote equality, diversity and inclusion within the community. All staff are to follow this Code.
* Specific regard will be given to the following in terms of equality, diversity and inclusion in employment:  recruitment and selection, training and development, promotion opportunities, and relationships with colleagues.
* Outlawing any discrimination against the protected characteristics (2010 Equalities Act) is a fundamental aim of the Promoting Positive Behaviour policy. School sanctions that relate to such an act of discrimination are recorded as such to identify patterns and areas for concern. As well as disciplinary measures, responses to concerns include additional pshe work, use of outside agencies and speakers and additional one to one education as deemed necessary.
* Bloxham School runs a series of House Days and House Nights In and includes within these opportunities to explore Equity, Diversity and Inclusivity at a deeper level. Bloxham School has available papers written for the school by their Counsellor and Wellbeing Consultant based upon his experience within this field.
* Bloxham School runs House Assemblies alongside the Whole School Assemblies to give students the opportunity to explore, voice and share their experiences and understanding of Equity, Diversity and Inclusivity.
* The Equality Diversity and Inclusivity policy concerning admissions to the school is contained within the Equality, Diversity and Disability section of the Admissions policy. (NB this reference will need changing if the proposed changes to the Admissions policy are made)
* The Anti-bullying policy, and associated staff training both draw attention to the specific concern about bullying motivated by prejudice against particular groups. Any necessary disciplinary action is recorded with reference to and breaking of the protected characteristics to enable patterns to be observed and responded to.
* The school uniform policy seeks to offer a community ethos and uniformity whilst also celebrating difference. Clothing and ornamentation rules for girls and boys are therefore related, whilst distinct. Specific religious and cultural needs are met. The school does this on a case by basis to guard against any flippant misuse of this privilege. Rules for when uniform is appropriate and when rules may be relaxed are the same for all students. School uniform rules are subject to periodic review in a process involving staff and students.
* Bloxham is a Woodard School, with a distinct Anglian foundation. In the “Worship policy” the call to celebrate and respect all creation is established as the corner-stone of its Anglican foundation. This inclusive interpretation of its foundation is developed in that policy as well as in the “Spiritual Development Policy”, the “Religious Observance by members of other faith communities policy” and the “Religious, Dietary, Language and cultural provision policy”.
* The SEND policy describes the principles for Special Education Needs at Bloxham School as follows: “we aim to provide wide-ranging opportunities which enable all students to experience success and achieve their potential. We promote individual confidence and a positive attitude and ensure that all students receive appropriate educational provision through a broad and balanced curriculum. Bloxham gives all students equal opportunities to take part in all aspects of school life.
* Parents must notify the school in writing if they are aware or suspect that a student, or potential student at the school has a learning difficulty.
* Offers of places at the school will be made on the basis that reasonable adjustments have been made to cater for a student’s disability. If after such adjustments have been made the school does not consider it self able to provide adequately for the student the school shall inform the parents of this decision outlining the reasons why a place has not been offered.
* Students with English as an additional foreign language will receive additional support as necessary. (see the EAL policy and the Induction processes for EAL students)
* Bloxham School seeks to celebrate its Diversity. It therefore has groups of minority group students; these groups are an opportunity to celebrate different cultural backgrounds represented within school, and also supply a voice for minority groups with the specific aim of offering diversity and inclusivity education to the broader Bloxham community.
* Bloxham recognises that understanding in matters of Equality (Equity), Diversity and Inclusion are evolving in national debate and seeks up to date training

**Key Terms:**

* **Direct Discrimination:** occurs when an individual receives less favourable treatment than another person in similar circumstances. This includes discrimination based on factual information, or the perception or assumptions based upon any of the following categories: race, gender, age, pregnancy or maternity, religion and belief, cultural background, linguistic background, sexual orientation, gender reassignment, SEN and disability. Bloxham School is committed to preventing such discrimination.
* **Indirect Discrimination:** occurs when an unjustifiable requirement or condition is applied equally to everybody but has a disproportionately adverse effect on one group, because the proportion of the group which can comply with it is much smaller than for the other group. Bloxham School is committed to preventing such discrimination.
* **Genuine Occupational Requirement:** occurs where a factor such as gender or religious belief is a genuine occupational requirement for a job. (eg Christian belief for School Chaplain).
* **Harassment:** occurs when someone is subjected to bullying physically, orally, in written form or electronically often based on race, gender, age, pregnancy or maternity, religion and belief, cultural background, linguistic background, sexual orientation, gender reassignment, SEN or disability. Remarks, gossip, slander, offensive “jokes”, graffiti, gestures, emblems or coercion to take part, or not to take part in some religious/cultural groups are included in such harassment. Bloxham School is committed to preventing such discrimination.
* **Victimization:** occurs when an employee is singled out for using their workplace complaints procedures and then receiving adverse reactions from senior managers and/or colleagues. Victimization may include being refused time off, being denied promotion opportunities, receiving excessive criticism, or obstructive arrangements in shift patterns and/or days off. Bloxham School is committed to preventing such discrimination.
* **Reasonable adjustments**: the school has a duty to make reasonable adjustments for students with SEND considerations. Adjustments for visitors (for example at Open Days and similar events) will also be made wherever reasonably possible.

**Key Legislation:**

* Equality Act (2010) and continuing updates.
* Competition and Marketing Authority’s (published by gov.uk) Equality, Diversity and Inclusion Strategy 2020 to 2024
* Employment Act (2008)
* Gender Equality Code of Practice (2007)
* Code of Practice on Race Equality in Employment (2006)
* Employment Equality (Age) Regulations (2006)
* The Civil Partnership Act (2004)
* The Duty to Promote Disability Equality Code of Practice (2005)
* Employment Equality (Religion or Belief) Regulations (2003)
* Employment Equality (Sexual Orientation) Regulations (2003)
* Relationships Education, relationships and sex education, & Health Care guidance (2021)
* Freedom of Information Act (2000)
* National Minimum Standards for Boarding (2022)
* KCSIE (2022)
* ISSR 2014
* SEND Code of Practice (2015) (Advisory)