



MEADOWBROOK
COLLEGE

2022

Equality and Diversity Policy



Aims and Values

Meadowbrook College is a welcoming college where everyone is valued highly and where tolerance, honesty, cooperation and mutual respect for others are fostered. We are committed to the development of the whole person within a supportive, secure and creative environment. A broad, balanced and appropriate curriculum provides equal opportunity for all pupils to maximise their potential regardless of age, sex, race, colour, religion or disability. We endeavour to promote positive relationships with parents, trustees and members of the wider community.

At Meadowbrook College we aim to promote equality and tackle any form of discrimination and actively promote harmonious relations in all areas of college life. We seek to remove any barriers to access, participation, progression, attainment and achievement. We take seriously our contribution towards community cohesion.

We aim to:

- to develop each student's sense of personal and cultural identity and to encourage students to be confident, open to change, receptive and respectful towards other identities;
- provide a learning environment where all individuals see themselves reflected and feel a sense of belonging;
- prepare children and young people for life in a diverse society;
- provide positive non-stereotyping information about different groups of people regardless of gender, ethnicity, disability, sexual orientation, religion and age;
- to ensure that equality is an integral part of planning and decision making within the school;
- actively challenge discrimination and disadvantage;
- make inclusion a thread which runs through all our activities.

To achieve these aims we will:

- involve stakeholders in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies and procedures;
- publish and share our policies and impact assessments with the whole community;
- collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage;
- use all available information to set suitable learning challenges for all, respond to pupils' diverse needs and overcome any potential barriers to learning;
- ensure that the wider college curriculum makes explicit and implicit provision to promote and celebrate diversity;
- have high expectations of behaviour which demonstrates respect to others.

Leadership and Management

Meadowbrook College is committed to:

- being proactive in promoting good relationships and equality of opportunity across all aspects of college life and the wider community;
- encouraging, supporting and enabling all pupils and staff to reach their potential and make a positive contribution;
- working in partnership with families, the local authority (LA) and the wider community to establish, promote and disseminate inclusive practice and tackle discrimination ensuring that our Equality and Diversity Policy is followed.

Responsibilities

The Head Teacher

It is the Head Teacher's responsibility to:

- implement the policy and its strategies and procedures;
- ensure that all staff receive appropriate and relevant continuous professional development;
- actively challenge and take appropriate action in any cases of discriminatory practice;
- deal with any reported incidents of harassment or bullying in line with guidance;
- ensure that all visitors and contractors are aware of, and comply with, the college's equality and diversity policy;

All Staff

It is the responsibility of all staff to:

- be vigilant in all areas of the college for any type of harassment and bullying;
- deal effectively with all incidents from overt name-calling to the more subtle forms of victimisation caused by perceived differences;
- identify and challenge bias and stereotyping within the curriculum and in the college's culture;
- promote equality and good relations and not discriminate on grounds of race, gender, religion, age and sexual orientation;
- promote an inclusive curriculum and whole college ethos which reflects our diverse society
- keep up to date with equality legislation, development and issues by attending relevant

training and accessing information from appropriate sources.

Community Cohesion

We are committed to supporting community cohesion by:

- developing a common vision and sense of belonging
- developing an appreciation of the diversity of people's backgrounds and circumstances
- creating opportunities for all learners to achieve their potential
- building strong and positive relationships

Breaches of the Policy

All breaches of the policy will be rigorously followed up using the appropriate procedures and reported to the LA and trustees as required.

Monitoring and Quality Assurance

- Each pupil's progress is monitored and tracked. The resulting data is analysed in respect of gender, race, SEN needs, looked-after status.
- In addition to monitoring to rule out any potential disadvantage, quality assurance procedures ensure the school meets its duty to positively promote diversity. (Eg. lesson observations record evidence of differentiation and texts are reviewed to ensure appropriateness and inclusivity.)
- The data collected is used to inform further school planning, target-setting and decision-making.



TRUSTEE APPROVAL AND REVIEW DATES

This policy was updated in November 2022.

The policy was approved by The Radcliffe Academy Trust, Education Committee at their meeting on 25th November 2022. Approval is recorded in the meeting minutes.

It is due for review by November 2023

| Date | Change | Reviewed by Trustees |
|----------|---|----------------------|
| 22/11/18 | Review of the aims of the policy | 14.12.18 |
| 22/11/18 | Community Cohesion section completed | 14.12.18 |
| 14/11/22 | Still relevant to Equality Act 2010 - no changes made | 25.11.22 |
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