



# HOWE GREEN HOUSE SCHOOL

## EQUALITY, INCLUSION & DISABILITY POLICY

ISI Reference	17a
Issue Number	3
This policy is endorsed by	Governing Board and the Head
This policy is owned by	The Head
Review Body	Finance Committee

Most Recent Revision Date	May 2022
Last Reviewed by Governors	May 2021
Period of Review	Annual
Next Review Date	May 2023
Previous Reviews	2

To be made available	YES
To be on website	YES
Internal staff only	NO
Internal students only	NO
Internal staff and students	YES

# **Equality, Inclusion & Disability Policy**

## **Howe Green House School**

### **This Policy also includes Little Oaks Nursery and Before and After School Provision**

The staff and governors of Howe Green House School believe that we should provide a caring, positive, safe and stimulating environment, which promotes the intellectual, social, physical, and moral development of the individual child.

#### **Access Statement**

Howe Green House School is committed to a policy of equality, inclusion and accessibility in the delivery of its service; its dealing with the public and in the employment opportunities afforded to existing and future employees.

Howe Green House School is committed to ensuring that the facilities it provides allow pupils, visitors and employees to maximise their individual abilities and enjoy safe, and wherever possible, independent participation; by being vigilant of, and making all possible accommodations for, the protected characteristics of the individuals who come into contact with the school.

#### **Direct Discrimination**

Direct discrimination is where one person is treated less favourably than another is, has been or would be treated in a comparable situation on the grounds of their:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

e.g. employing a man instead of a woman when recruiting for a position within the school even though the woman is better qualified than the male candidate.

## **Indirect Discrimination**

Indirect discrimination means applying a requirement or condition which adversely affects one group of people more than another, where the condition cannot be justified e.g. imposing working hours which effectively prevent single parents from working – which will usually affect a higher proportion of women than men.

Management will not discriminate in selection, recruitment, promotion, transfer or training procedures.

## **Discrimination**

Howe Green House School endeavours to send a clear message that discrimination will not be tolerated.

The school views diversity as a resource, as a strength and as an opportunity to help us improve and are committed to making our school and employment therein, equally accessible to everyone. We welcome the increasing diversity in society, and we will endeavour to meet the needs of our diverse community and the wider world.

We are determined to continually work to enhance to the lives of everyone in our own school community, and to improve the diversity within.

We aim to provide a fair and equal workplace and will investigate any discrimination that occurs in the workplace.

All school employees have a responsibility not to discriminate against other members of the school community and to promote equality throughout the education it provides.

## **Age**

We will not discriminate against anyone on account of their age.

## **Disability**

We aim to encourage a positive image of disability and to comply with the Equality Act 2010. This applies to physical or mental disabilities and to people who have been diagnosed with a progressive illness such as cancer.

## **Gender Reassignment (Trans)**

We will not discriminate against people who identify as a different gender to the sex assigned to them at birth.

## **Pregnancy & Maternity**

We will not discriminate against an individual on grounds of pregnancy with regards to employment or entitlement to statutory parental leave, or against breastfeeding in a public place.

### **Marriage & Civil Partnership**

We do not discriminate against employees who are married or in a civil partnership.

### **Race**

We will make sure we do not discriminate against any individual or group either directly or indirectly because of their race, colour, nationality (including citizenship) ethnicity or national origins.

### **Religion or Belief**

We do not discriminate on account of a person's religion or belief.

### **Sex**

We do not discriminate on the grounds of a person's sex. Everyone is valued equally. Views and opinions of all members of our community are considered valid and this will be reflected throughout our school.

### **Sexual Orientation**

We do not discriminate on account of a person's sexual orientation.

<p>In the event that anyone believes they have been discriminated against there is a Howe Green House Complaints Procedure which should be followed. Copies are available from the School Office and on the school website.</p>
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**Date of Policy Review: May 2021**

**Next Review: May 2023**

**Head: Deborah Mills**

**Reviewed By: The Finance Committee & The Education Committee**