

École Française de Bristol



Equality, Diversity & Inclusion Policy

Last review date:	September 2023
Next review date:	September 2024

Introduction

This Equality, Diversity and Inclusion Policy has been developed in accordance with the Equality Act (2010). The Equality Act (2010) harmonised nine separate pieces of legislation into one single Act simplifying the law and strengthening it in important ways to help tackle discrimination and inequality in the work place and all other areas of life.

The Act also specifies particular areas of protection, e.g. in employment and within education and sets out general and specific duties which schools must meet. The Public sector Equality Duty consists of a general duty and some specific duties that are designed to help schools meet their general duty. As a school this means we have to give due regard to the three elements of the duty in all our activities:

- Eliminate discrimination, harassment and victimisation;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between those who share a protected characteristic and those who do not.

This Policy represents a commitment to a common set of values and objectives and to a consistent approach to communicating, implementing and monitoring the policy.

Aims

The Ecole Française de Bristol is committed to promoting a positive and diverse culture achieving equality of opportunity for all pupils, parents, staff, committee members, directors and visitors, ensuring all are respected, valued and supported to fulfil their potential, irrespective of their protected characteristic. We believe that all people are of equal value and are entitled to equality of opportunity. We will not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

- Sex
- Race (including colour, nationality and ethnic or national origin)
- Disability
- Religion or Belief
- Sexual orientation
- Gender reassignment
- Pregnancy or Maternity
- Age
- Marriage or Civil Partnership

We recognise our obligations under the Equality Act 2010 and are committed to promoting the equality and diversity of all those we work with. We oppose all forms of unlawful and unfair discrimination, bullying and harassment and we will make every effort to comply with the requirements of the Act and its subsequent provisions.

Values, Principles and Standards

Equality of opportunity is fundamental to good practice in education, in which fairness of opportunity for all is a basic right. This policy is therefore underpinned by the following values, principles and standards:

- equality and social justice;
- acknowledging and valuing diversity;
- respect for others;
- compliance with equal opportunities legislation;
- elimination of all forms of prejudice and unfair discrimination;

- active challenge to stereotypes, prejudiced attitudes and unfair discriminatory behaviour;
- commitment to inclusive education which enables and supports all pupils to develop their full potential;
- accountability for compliance with this policy by all members of the School;
- communities and others engaged in school business or activities

Objectives

The objectives of this Equality, Diversity and Inclusion Policy are to:

- develop an ethos which respects and values all people;
- actively promote equality of opportunity;
- prepare pupils for life in a diverse society;
- promote good relations amongst people within the school community and the wider communities within which we work;
- eliminate all forms of unfair discrimination, bullying, harassment or other oppressive behaviour through the use of the School Behaviour and Rewards' Policy when required;
- deliver equality and diversity through our school policies, procedures and practice;
- do our utmost, within available resources, to remove barriers which limit or discourage access to school provision and activities;
- take positive action to provide encouragement and support to individuals and groups whose progress has been limited by stereotyping and cultural expectations;
- monitor the implementation of equality and diversity within the school;
- set targets for improvement and evaluate the impact of equality and diversity action in achieving our goals

Communication of Equality, Diversity and Inclusion Policy

We will take active steps to communicate this Equality, Diversity and Inclusion Policy to all pupils, parents, staff, committee members and directors of the School. This will be by way of inclusion in the new staff induction process, training, and refresher training for all staff and directors on an annual basis.

Responsibilities and Accountabilities

The Directors are responsible for:

- making sure the school follows all of its equality and diversity policy and meets its legal responsibilities with respect to equality.

The Headteacher is responsible for:

- ensuring policies and procedures are in place to comply with all equality legislation;
- ensuring the school implements its Equality, Diversity and Inclusion policy and codes of practice;
- following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying;
- ensuring that appropriate records are kept of any cases of unfair discrimination, harassment or bullying;
- making sure that all staff know their responsibilities and receive the support and training necessary to carry them out.

All staff are responsible for:

- promoting equality and diversity, and avoiding unfair discrimination;

- challenging any incidents of unfair discrimination or racial, sexual or other stereotyping, perpetrated by pupils or other staff;
- keeping up-to-date with equality law and participating in equal opportunities and diversity training;
- reporting any incidents of unfair discrimination, harassment or bullying to senior managers.

Pupils are responsible for:

- respecting others in their language and actions;
- following all of the School's equality and diversity policies and codes of conduct.

Admissions

Our School is open to all members of the community. We base our admissions policies on a fair system. Reasonable adjustments will be made to include a child who may have a disability or special educational needs.

We ensure that all parents are made aware of our Equality, Diversity and Inclusion policy and all other relevant policies.

Curriculum and environment

We are committed to meeting each child's individual needs, working in partnership with parents. We promote understanding, respect and awareness of diversity and equal opportunities issues. We encourage children to develop positive attitudes about themselves as well as to people who are different from themselves. We ensure that the activities offered are inclusive of all children. We make reasonable adjustments to the environment and resources to accommodate the needs of disabled children and adults.

We make appropriate provision within the curriculum to ensure that each child receives the widest possible opportunity to develop their skills and abilities. We provide positive non-stereotyping information and role model behaviour about gender roles, diverse ethnic and cultural groups and disabled people. We encourage parents to take part in the life of the setting and to contribute fully. We take action against any discriminatory behaviour by members of staff or by parents.

Training

The School will provide training on equality and diversity at induction time and regular training thereafter. It will arrange specific training as required (e.g. on administering relevant medicines etc.).

Employment

L'Ecole Francaise de Bristol is committed to promoting equal opportunities in employment. (Please consult the detailed Employer Equality Policy for more information).

Monitoring and Review

We review our practice to ensure that we are fully implementing our policy for promoting equality, valuing diversity and inclusion.

We review our policies annually to ensure that our strategies meet the overall aims to promote equality, inclusion and valuing diversity.

We provide a complaints procedure.

Links with:

Home-school agreement

https://docs.google.com/document/d/18pe_qO3GwYYqNHebrm0II3YBi72dX_3t/edit?usp=sharing&ouid=107477112404252242632&rtpof=true&sd=true

Our Values, Aims and Objectives

https://docs.google.com/document/d/1oOZfBqkUpKBNlyYQ20Kk_PtJoqdY0aqc/edit?usp=sharing&ouid=107477112404252242632&rtpof=true&sd=true

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