Equality Policy

This policy refers to students at both the Senior School and Bootham Junior School (including the Early Years Foundation Stage) and recognises the Equality Act 2010. This Equality policy should be read in conjunction with other documents making up a suite of policies and plans referring to equality in our community, including:

- ➢ Accessibility Plans for both school sites
- ➢ Admissions Policy
- ➢ Annual Measurable Targets
- ➢ Anti-bullying Policy
- ➢ Behaviour Policy
- ➢ Curriculum Policy
- ➢ Employee Equality Policy and Code of Practice
- ➢ Learning Support Policy
- ➢ Recruitment Policy

Equality and diversity are extremely important to our school community. We are committed to proactively promoting equality, whilst recognising that this does not necessarily mean 'treating everyone the same'. We seek to be aware of diversity, to challenge stereotypes, and to actively meet the individual needs of everyone in order to create and nurture a culture where each person can reach their full potential.

At Bootham we are guided by the Quaker Equality Testimony: Quakers believe in the equal worth and unique nature of every person. We also try to live out the Quaker belief that 'there is that of God in everyone'. This is also reflected in our curriculum and our pedagogy which seeks to enable students to acquire new knowledge and make good progress according to their ability so that they increase their understanding and develop their skills throughout their school career.

General principles

1.1 As a community we do not discriminate against anyone on the grounds of the following nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and Maternity
- Race (including colour, nationality, citizenship and ethnic or national origins)
- Religion or belief
- Sex
- Sexual Orientation

1.2 As a community we aim to follow the principles of fairness and justice for our students (admissions, educational opportunities, access to all provisions, teaching and the classroom, pastoral care and discipline) and our employees (recruitment, selection, employment, promotion, training) and in our relations with parents, guardians and the wider community.

1.3 Treating people equally does not necessarily involve treating everyone the same. Our policies, procedures and activities must not discriminate but our community wishes to celebrate diversity. Also, we seek to recognise that we must take account of diversity so that:

- In disability, reasonable adjustments are made
- In ethnicity, experiences of prejudice are acknowledged
- In gender, different needs and experiences are acknowledged
- In religion and belief, we can learn from each other
- In sexual identity, we can understand and support each other.

1.4 Our community expects everyone who is on school premises to meet the principles of fairness and justice that we follow. This includes our parents, visitors to the school, our governors, trades people and any others who may hire and use the premises in and out of normal school hours.

2 Aim 1. Eliminating unlawful discrimination

2.1 The Expectations, Standards and Positive Relationships Policy (Senior School) and Behaviour Policy (Junior School) recognises the need to confront bullying behaviour and unkind behaviour of any sort. Evidence of significant behavioural issues and subsequent action (whether they were a 'target' or a 'perpetrator') is recorded at both schools on our online monitoring system CPOMS. These records are reviewed regularly to identify patterns of bullying behaviour.

2.2 Should anyone be a victim of unlawful discrimination we will support both the victim and the perpetrator in tackling and overcoming the difficulties involved.

2.3 We strive to remove any forms of indirect discrimination in our practices, our forms of address, our administration and our documentation.

2.4 We will challenge any discrimination, stereotyping and prejudice whenever it occurs. We will act immediately to prevent any repetition of the incident.

3. Aim 2. Advancing equality of opportunity

3.1 We strive to recruit students who will benefit from the education offered at Bootham without unlawful discrimination thus ensuring equality of opportunity to our applicants.

3.2 All students are encouraged to achieve their highest potential in every area of school life. All students are eligible for promotion and election to positions of responsibility on the sole grounds of merit, ability and skills for the chosen task.

3.3 Where reasonable and in relation to the school occupying listed buildings we aim to make our premises as accessible as possible to all users.

4. Aim 3 Fostering good relations

4.1 We celebrate the cultural diversity of our community and show respect for minority groups.

4.2 We promote an understanding of difference through the topics studied by our students.

4.3 Our curriculum reflects attitudes, values and respect. (A list of examples is published along with our annual Equality Targets each year – see 5 below.)

4.4 Diversity is celebrated in food provision enjoying cultural differences; for example boarders celebrate Chinese New Year both in and out of school.

4.5 We aim that our Morning Meeting for the whole school should occasionally headline our diversity.

4.6 We encourage our students to talk about themselves in a safe environment. E.g. their prejudices, their differences, their challenges.

5. Objectives, Involvement, Action, Measuring

We recognise that there is a public sector equality duty (PSED) (clause 149, Equality Act 2010) relating to the above sections, Aim 1,2,3.

In order to carry out our duty we will annually identify specific and measurable objectives. These will be formulated through consultation within the community and will be followed by measurable action. The objectives will relate to Aims 1,2 and 3.

6. Responsibilities

Governors' Meeting has overall responsibility for this policy and a committee member has a 'watching brief', liaising with the Deputy Heads' and Leadership Meeting. The Head has a responsibility to help staff be aware of equality issues; the Deputy Heads' will have day to day responsibility for co-ordinating implementation of the policy. All staff are expected to promote inclusion, a positive ethos and to tackle prejudice-related incidents.

This policy and the annual Equality Targets are made available to parents and students on the website.

7. Examinations

The school recognises it duties towards disabled candidates, ensuring compliance of all aspects of the Equalities Act 2010. Where the centre is under a duty to make a reasonable adjustment, the school will not charge any additional fee. The school will determine an individual's needs through the use of its appointed assessor. The school leads on the assessment process. The school will make all necessary arrangements for candidates to be assessed away from the centre. The school complies with all requirements in JCQ General Regulations for approved centres.

8. Procedure in the event of a possible breach of this policy

8.1 If a student feels that this policy has been breached, they should inform the Deputy Heads', who will take responsibility for any necessary investigation.

8.2 Students will not be victimised in any way for making such a complaint in good faith. Complaints of unlawful discrimination will be dealt with seriously, in confidence and as soon as possible.

8.3 Disciplinary action may need to be taken against any student or employee who is found to have committed an act of unlawful discrimination.

8.4 Allegations of unlawful discrimination not made in good faith will also be considered a disciplinary matter.

Note: This policy will be checked and updated, on an annual basis, for matters of fact and process.

Autumn term 2023

Policy reviewed for matters of Fact and Process. No changes were required.

April 2024 section 7 added

Autumn term 2024

Policy reviewed for matters of Fact and Process. No changes were required.

Date of last review:	**September 2025**
Person responsible:	**Deputy Heads'**
Review group Education	**Committee**
Approval group:	**Governors' Meeting**
Date of next review:	**September 2028**