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EQUALITY AND DIVERSITY POLICY

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Rationale

At the Hollywood Steiner School measures are taken to create an inclusive culture to always ensure equal educational opportunities for all our pupils and staff. This ethos is embedded in our **positive conduct policy**, which is largely synonymous with respect, respecting one another, showing respect for adults, property, and other people's belongings.

We do not discriminate based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (protected characteristics) in admission or employment and in access to our educational and professional programs and activities.

We take positive action to provide equal opportunity to all pupils and staff and others using school facilities.

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations among all members of the school community and particularly with respect to protected characteristics. We welcome our duty under the DENI strategy for school improvement, **Every School A Good School 2009**. We recognize that these duties reflect international human rights standards as expressed in the **UN Convention on the Rights of the Child**, the **UN Convention on the Rights of People with Disabilities**, and the **Human Rights Act 1998**.

Principles

In fulfilling the legal obligations cited above, we are guided by the following principles:



1. All learners are of equal value. We see all learners and potential learners, and their parents and guardians, as of equal value, whether they have a protected characteristic or not.
2. We recognize and respect diversity.
3. We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.
4. We observe good equalities practice in staff recruitment, retention, and development.
5. We aim to reduce and remove inequalities and barriers that may already exist.
6. We aim to consult and involve the school community.

Treating people equally does not necessarily involve treating them all the same. **Our policies, procedures and activities must not discriminate**, but nevertheless do take account of differences.

Definitions of Discrimination

Unlawful **direct discrimination** is when a person is treated less favorably than others in comparable circumstances, because of a special characteristic such as age, gender, disability, or race.

Indirect discrimination occurs when a provision, criterion or practice is applied equally to all, but has a different impact on members of one or more protected groups, of which the complainant is one, and is placed at a disadvantage as a result.

Aims:

1. We expect that all pupils will have the opportunity to achieve their full potential and be motivated to succeed, secure in the knowledge of their own worth.
2. We expect pupils and staff to always treat each other with complete respect and dignity.
3. We recognize the need to prepare our pupils for life in a diverse society where they exercise respect and understanding for everyone.

Gender equality:

We will work towards improving standards of attainment and achievement for all our students. We will actively promote equality of opportunity between men and women (and girls and boys).

Race equality:

We will actively promote race equality and good race relations across school activity.

Disability equality:

We will promote equality of opportunity between disabled and other people and take steps to meet disabled people's needs.



Implementation

To translate the above policy into action, we will:

General: Ensure that we comply with all relevant law at that version time. Communicate our commitment to equality and diversity to all members of our community, for example through our websites. Inform all staff, pupils, and Trustees of their responsibilities in promoting and maintaining equality.
Set up mechanisms for monitoring, evaluation, and review.

Curriculum: The curriculum will display a discriminatory free approach to teaching and learning throughout our school. Staff will present opportunities for promoting cultural diversity within subjects.

Environment: All reasonable measures will be taken not to discriminate against pupils with protected characteristics. Staff will be informed at the beginning, and throughout the school year of any needs of the pupils. We will maintain a strategic approach to ensuring that our school is a welcoming and accessible environment for all

Extra-Curricular Activities: The school will endeavor to provide a wide range of activities which appeal to the interests of all pupils.

Employment: The Hollywood Steiner School will comply with the law regarding equal opportunities and employment and implement fully approaches advised by Educational Authority NI in this regard. New staff will be made aware of the policy and be welcome to contribute to its development. Advertising will state that we are an equal opportunities employer, and we will appoint the best candidate for the job.

Monitoring and Evaluation

The impact of this policy will be reviewed every two years. This policy will be supported by appropriate training where required.

| Policy Review History | | | |
|-----------------------|-----------------|--------------------|---------------|
| Version | Revision Author | Summary of Changes | Date Approved |
| 1.0 | Peter Chambers | | January 2021 |
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