



Equality Policy Information & Objectives Action Plan

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation. This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any child and young person and it helps to promote equality at the Federation.

Reviewed and Approved by Full Governing Board: December 2024

Next review: December 2025

Introduction

As the Federation of Westminster Special Schools (FWSS) which comprises College Park School, QEII Jubilee School and the Bi-Borough Inclusion Service, we are a respectful, positive learning community where everyone is enabled to achieve the most that they can, progress as far as they can and learn the most that they can.

- We promote and value diversity
- We promote and value human rights
- We challenge stereotypes

We take pride in our diverse community and as schools and the Bi-borough Inclusion Service we welcome our duties under the Equality Act 2010 and the updated guidance from the Department for Education published in May 2014. Our Equality Policy is essential in ensuring this can happen.

The Federation of Westminster Special Schools and Bi Borough Inclusion Services will not discriminate against, harass or victimise any child or young person (CYP), or other member of the organisation because of their protected characteristics: sex, age, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity or marriage and civil partnership.

The Federation aims to promote CYP's spiritual, moral, social and cultural development with special emphasis on promoting equality and diversity and eradicating prejudicial incidents for children and young people and employees. The Federation is committed to not only eliminating discrimination but also increasing the understanding and appreciation for diversity.

Aims

- To enable all members of our Federation community regardless of race, gender, disability, social background, religion or beliefs, sexual orientation, gender reassignment, marital or civil partnership status, pregnancy or maternity or age to have the opportunities to develop in every area of our Federation life to the highest level
- To provide a broad and balanced curriculum promoting the spiritual, moral, social, cultural, cognitive and physical development of our children and young people
- To encourage respect and tolerance for others, their faith, culture and way of life
- To provide a clear statement about the Federation's commitment to promoting equality and diversity within employment

Objectives

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not (the protected characteristics are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation).
- Foster good relations between people who share a protected characteristic and people who do not share it.

Equality objectives have been taken from the Federation Development Plan:

Objective 1: Embed a rich & creative curriculum that is personalised, ambitious and provides breadth and challenge.

Why we have chosen this objective: To ensure children and young people are well prepared for the next stage of their lives

To achieve this objective we plan to: Ensure evidence incorporated into annual reviews of individual EHCPs. School leadership teams will implement and embed a rigorous monitoring schedule to ensure children and young people are accessing the curriculum we say they are.

Progress we are making towards this Objective: EHCP coordinators in post to monitor and update EHCPs and send the annual review paperwork with any updates on to the LA

Reviews of teaching and learning and revising the curriculum and recent good OFSTED (2022) outcomes for both schools.

Objective 2: Raise standards through high expectations & a relentless focus on learning, personal development, behaviour, safety & wellbeing.

Why we have chosen this objective: To ensure all children and young people are healthy, safe & enthusiastic about attending school & motivated to learn.

To achieve this objective we plan to:	Embed high quality, consistent approaches to pastoral support and positive behaviour management. Highly skilled staff with clearly defined roles and responsibilities; effectively meeting the increasingly complex needs of children and young people
Progress we are making towards this objective:	Relentless focus on raising standards through clearly defined SDP priorities and school improvement plans Focussed staff development to ensure pupils needs are consistently met and ambitious outcomes are shared monitor and update EHCPs. Recent good OFSTED outcomes.

Equality is very important to everyone in our Federation. We ensure that we are mindful of equality, and compliant with the legislation in all of our policies and procedures.

Action Plan

Dealing with prejudice:

The Federation does not tolerate any form of prejudice-related incident. Whether direct or indirect, it will treat discrimination against all members of the organisation with the utmost severity. When an incident or concern is reported either informally or formally through the use of a Federation policy, we are devoted to ensure appropriate action is taken and a resolution is put into place which is both fair and firm.

Children and young people at FWSS schools learn to be understanding of others, celebrate cultural diversity, encouraged to reach their full potential, are inclusive, have an awareness of different religious beliefs between different ethnic groups and understand what constitutes discriminatory behaviour.

The Federation is committed to reducing any incidences of the use of homophobic, sexist and racist language by CYP in the schools. Employees at the Federation will not discriminate against any member of the organisation or treat others unfairly. Employees will promote diversity and equality, encourage and adopt an inclusive attitude and lead by example.

Equality and dignity in the workplace:

The Federation does not discriminate against its employees protected characteristics as set out above.

Equality of opportunity and non-discrimination extends to the treatment of all members of the organisation. All employees are obliged to act in accordance will the Federation's various policies relating to equality.

The Federation will endeavour to ensure that the employee body and representation of employees in leadership roles is reflective of the local community.

The Federation governors will ensure that redundancy criteria and procedures are fair and objective and are not directly or indirectly discriminatory regardless of whether they result in warnings, dismissal or any other disciplinary action.

Closing statement

Prejudice is not tolerated at The Federation of Westminster Special Schools and Borough Inclusion Service, and all our focus is on a more accepting and respectful environment for the organisation.