

Queenswood



Equality and Diversity Policy

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EQUALITY AND DIVERSITY POLICY

Policy statement

Queenswood School is committed to ensuring equality of opportunity for every adult and child regardless of sex, disability, age, sexual orientation, religion or belief and race.

The School aims to provide an environment which respects and values the positive contribution of all its members, so enabling them to achieve their full potential and to gain benefit and enjoyment from their involvement in the life of the School.

Within a friendly, caring supportive and stimulating community, Queenswood School will endeavour to educate and prepare its students from diverse backgrounds, cultures, faiths and communities for citizenship in a multi-racial and multi-cultural society.

This Policy should be read in conjunction with the Equal Opportunities Policy found in the Employment Handbook.

Aims and objectives

The main aims and objectives of this policy are:

- To ensure that each individual girl feels valued
- For girls to be treated with dignity and respect
- To ensure that each girl is treated fairly and equally, whatever her race, religion, cultural background, linguistic background, sexual orientation, academic or sporting ability
- To regard all the girls as being of equal value and to ensure that the needs of all girls are identified and met, and that they are able to achieve their full potential, helping to raise standards across the School
- To create a positive atmosphere where there is shared commitment to respect diversity and difference
- To challenge in a positive way any form of prejudice which contradicts the School's equal opportunities policy
- To ensure that girls from minority groups are supported appropriately
- To ensure that care is taken of girls who might not fit into the house structure for whatever reason
- To ensure that all School documents reflect the School's commitment to equality and diversity
- To prepare girls to be good citizens and to take the responsibility of participation and to treat all others as they would wish to be treated

Roles and responsibilities

The Deputy Head Pastoral has special responsibility for the well being of all girls.

The PSHCEE Coordinator has responsibility to ensure that the PSHCEE programme addresses equality and diversity.

The Principal and Deputy Head Staff have the responsibility for ensuring that all girls feel welcome in Chapel.

The EAL (English as an Additional Language) Department is responsible for supporting the girls from overseas.

The Head of Business Operations (Catering & Housekeeping) is responsible for ensuring that the dietary needs of the girls are met.

Every member of staff plays a significant role in ensuring that all girls feel at home in the school and that no one feels undervalued because of their particular background, ability or culture.

Procedures

The effective implementation of this policy is dependent upon the following procedures:

- All policies reflect the aims set out in this policy
- International girls are supported by their Housemistresses/Houseparents and by the EAL Department
- International girls have a special induction to support them as they join the school
- The EAL Department makes every effort to support the girls linguistically – individually and in group lessons
- The Catering department caters for girls' individual dietary requirements
- While it is school policy that all girls should attend Chapel in the morning, girls of every faith and none are welcomed in the Chapel
- Girls have the opportunity to share their cultures with others in House, in lessons and in Chapels
- Girls are encouraged to contribute to their education and the education of others by bringing their cultural experience, values and perceptions to it
- Girls are supported in their wishes to practise their own faiths
- Girls are taught in PSHCEE lessons to respect diversity
- Girls who wish to wear clothing related to their faith are, where appropriate, allowed to do so
- It is recognised that girls come from a range of backgrounds and action will be taken to ensure that the School offers materially disadvantaged girls opportunities and facilities to compete equally with their peers.
- Girls from more disadvantaged backgrounds are supported by House staff. This is particularly necessary when they return to School after a period spent at home
- All parents will be made aware of financial help and concessions available in cases of hardship
- Every effort is made to understand the background of every girl and her family. An independent outside agency is used for the home visits to assess the particular needs of a family applying for a bursary.
- Girls are praised for a whole range of accomplishments to ensure that the full diversity of girls' individual talents are recognized and applauded
- Attention is given to the integration of students from different ethnic groups both within the classroom and throughout the School environment
- Girls will be given the opportunity in the classroom to discuss and understand racism, sexism and other forms of prejudice.
- If girls feel that they have been abused racially or bullied they should report the matter immediately to one of the following: their Tutor, Senior Tutor, Housemistress, Houseparent, Section Head, the Deputy Head Pastoral. Every girl can expect to be listened to and have her complaint investigated

- If a girl feels her complaint has not been properly dealt with she may take the matter to the Principal
- Anyone who has committed such offences will be appropriately dealt with. For girls, this may include exclusion from our School.

Monitoring

- The detailed monitoring that takes place among pastoral staff alerts the School to issues of discrimination and prejudice.
- The Principal and the Deputy Head Pastoral meet to track particular concerns. A grid is kept so that patterns can be discerned.
- This policy is to be monitored by the designated personnel to ensure its effectiveness through the School's self-review processes.
- The effectiveness of the policy will be confirmed by its impact upon the raising of all girls' levels of attainment, together with the existence of an inclusive and supportive atmosphere for all adults and children.

Other School related policies and procedures

- Admissions Policy
- Aims and Ethos
- Anti-Bullying Policy
- Spiritual, Moral, Social and Cultural Policy
- Pastoral Policy
- Pupil Voice Policy
- PSHCEE Policy
- Accessibility Plan
- Complaints Policy and Procedure
- Equal Opportunities Policy found in the Employment Handbook