



Equality & Diversity Policy

Last review: June 2025

Next review: June 2026

Reviewed by: Rebecca Warhurst, Headteacher

John Bolton, Governance Chair

Silver Birch School Equality Policy

Introduction

The policy outlines the commitment of the Proprietor, Governance, Headteacher and staff of Silver Birch School to ensure that equality of opportunity is available to all members of the school community. For our school this means, not simply treating everybody the same, but understanding and tackling the different barriers which could lead to unequal outcomes for different groups of pupils in school, celebrating and valuing the equal opportunity achievements and strengths of all members of the school community.

We believe that equality at our school should permeate all aspects of school life. It is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth. This is underpinned by our aim for pupils to develop a love of learning, and by promoting thinking about what might be possible; realising that it can be possible and then making it happen.

At Silver Birch School, equality is a key principle for treating all people the same irrespective of their gender, ethnicity, disability, religious beliefs, sexual orientations, age or any other recognised area of discrimination.

At Silver Birch School we believe that the education experience can only be enriched if pupils and staff are exposed to as wide a range of cultural experiences as possible.

Aims

We aim to:

- deliver a broad, balanced, and ambitious curriculum, based on the National Curriculum, differentiated as is appropriate to individual pupil's needs and interests.
- provide a framework for teaching and learning, within which there is flexibility and scope for this adaptation and creativity to take place.
- ensure high quality teaching and learning experiences for all pupils.
- support pupils' needs and requirements so they can access, enjoy and succeed in school.
- provide the experiences and skills pupils need to be well prepared for their next stage of life; for further education, employment and to play active and fulfilling roles in society.
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Philosophy

Silver Birch School is committed to giving all our pupils every opportunity to achieve the highest of standards. Within this ethos of achievement, we do not tolerate bullying and harassment of any kind. We actively tackle any form of discrimination regarding race, disability, gender, religion or belief, sexual orientation, pregnancy and maternity, gender reassignment, and promote equal opportunities and good relations between and amongst all.

We aim to ensure that the school promotes the individuality of all our members, irrespective of ethnicity, attainment, age, disability, gender or background. We are committed to ensuring that positive action is taken where necessary to redress the balance of inequality that may exist. We aim to reflect the diversity of our local community and society and ensure that the education we offer fosters positive attitudes to all people. Our school admissions policy is equally open to pupils of all groups.

Guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

The Curriculum

The curriculum aims to recognise the potential of each individual. Activities and the use of equipment offer all pupils the opportunity to develop in an environment that is free from prejudice and discrimination and one that promotes and values diversity and difference as well as fundamental British values. Appropriate opportunities are given to pupils to acknowledge and value similarities and differences between themselves and others through the curriculum, PSHCEE and RE. This is monitored and reviewed annually to ensure the effectiveness of inclusive practices. Staff play an active role in monitoring the implementation of Silver Birch School's policy on equal opportunities. Use is made of PSHCEE, collective worship and assemblies, promotion of our School Mission Statement, Values and other curriculum activities to challenge inappropriate attitudes and practices. We promote pupils to value and respect others. In sport we ensure that both boys and girls have the opportunity to participate in comparable sporting opportunities.

Resources

These will be chosen to give pupils a broad and balanced view of the world and an appreciation of the rich diversity of a multi-racial and diverse society. Materials are carefully chosen to avoid stereotyping and use images and words which reflect positively the contribution of all members of society.

SEND

Silver Birch School ensures that the individual needs of pupils with SEND are being met appropriately. The school recognises that pupils have a wide range of special needs which differ from time to time and will actively consider what part it can play in meeting these as they arise. (See also the school's SEND Policy).

Discriminatory Behaviour/Remarks

Harassment in all its forms is unlawful and unacceptable; our Behaviour and Anti-Bullying Policies contain clear procedures for dealing with unlawful discrimination. A successful equal opportunities policy requires strong and positive support from parents/carers and carers and full acceptance of the School's ethos of tolerance and respect.

English as an Additional Language

Members of the community who do not have English as their first language are valued and every assistance will be given to them. Their first language will be recognised and respected and suitable opportunities for use of that language sought. Where pupils are not yet fluent in spoken and written English, or are approaching fluency in spoken English appropriate support will be put in place to allow pupils to engage with the curriculum.

Requests for Variation in the School Uniform

Silver Birch School does not select for entry on the basis of religious belief, and we welcome pupils of all faiths and offer the opportunity for everyone to practice their own faiths. However, parents/carers should be aware that all pupils are required to wear a uniform. The Headteacher will consider written requests from parents/carers for variations in the uniform on religious grounds that are consistent with the school's ethos and its policy on health and safety. The Headteacher may take expert advice, and will normally arrange to meet with the parents/carers to discuss the implications of such a request.

Equal Opportunity in Recruitment

The School is committed to adhering to equal opportunities legislation at all stages of recruitment and selection. Short listing, interviewing and selection will always be carried out without regard to gender, sexual orientation, marital status, disability, colour, race, nationality, ethnic or national origins, age, trade union membership, gender reassignment or pregnancy.

Any candidate with a disability will not be excluded unless it is clear that the candidate does not meet the minimum criteria outlined in the job and competency requirements. Reasonable adjustments to the recruitment process will be made to ensure that no applicant is disadvantaged because of their disability. Employment vacancies, volunteers or placements will be advertised and in all cases the candidate who meets the person/job specification will be considered for the position using the School employment procedures. All applicants will be treated fairly and given equal opportunity in their pursuit of a post.

Roles and Responsibilities

All members of Silver Birch School community have a responsibility towards supporting the equality agenda. Specific responsibilities are:

The Proprietor and Chair of Governance are responsible for ensuring that:

- the school complies with all equality legislation relevant to the school community.
- the school's Equality and Diversity Policy is maintained and updated regularly.
- procedures and strategies related to the policy are implemented.

The Headteacher is responsible for:

- providing leadership and vision in respect of equality, along with Governance.
- overseeing the implementation of the Equality and Diversity Policy.
- co-ordinating the activities related to equality and evaluating impact.
- ensuring that all who enter the school are aware of, and comply with, the Equality and Diversity Policy.
- ensuring that staff are aware of their responsibilities and are given relevant training and support.
- taking appropriate action in response to racist incidents, discrimination against persons with a disability and sexual harassment and discrimination.

All staff are responsible for:

- dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping.
- not discriminating on grounds of race, disability, or other equality issues.
- keeping up to date with equalities legislation by attending training events organised by the school or recognised training provider.

Parents/carers

By choosing Silver Birch School to provide their child(ren)'s education, parents/carers are expected to support the school values on equality and diversity, including supporting this and associated policies. Concerns and/or complaints relating to how Silver Birch School promotes equality and diversity can be pursued by following the school complaints procedure.

This policy will be reviewed annually.