

Verita International School

Equality & Diversity Policy 2022

(Last updated November 2022)

Vision

Inspiring kind and joyful learning communities who use innovative thinking to build a mindful and sustainable world.

Mission

Verita ensures that kindness is the centre of everything we do. Deeply committed to international and intercultural understanding, Verita provides an academically engaging, inquiry-based educational approach.

Our responsibility is to whole-heartedly assist our students to develop the social-emotional and academic skills necessary to live meaningful, fulfilled, and happy lives.

Preamble:

Verita International School is an institution which aligns with the CIS Code of Ethics and the UN Conventions of the Rights of the Child (UNCRC).

The CIS Code of Ethics highlights that we, as a school, are expected to:

- Fulfil the promises stated in their guiding statements, policies, contracts and promotional materials.
- Strive for excellence.
- Nurture a culture of care in which the education, safety and well-being of students and others are paramount.
- Comply with applicable laws and regulations.
- Respect the dignity and equality of all individuals, groups and cultures.
- Promote global citizenship.

As a school which aligns with the UNCRC, we make an effort on upholding the 45 articles of the convention in our school; please refer to the UNCRC articles [here](#).



Contents

Aims	pg 3
The Equality Act 2010	pg 3
Public Sector Equality Duty	pg 3
Eliminating Harassment and Bullying	pg 4
Ethos, Vision and Values	pg 4
Commitment to Staff Equality	pg 4
– Employment of Staff	pg 4-5
– Staff Development	pg 5
Commitment to Pupil Opportunity	pg 5-6
Racial Equality	pg 6
Responding to Racial Incidents	pg 6
Promoting Racial Equality	pg 6
Sexuality and Gender Equality	pg 7
Disability Equality	pg 7
Statistical Information	pg 7
Planning the Curriculum	pg 8
Physical Environment	pg 8
Contact with Parents and Carers	pg 8
Wider Implications	pg 8
Guidance, Support and Training	pg 8
Administration	pg 8
Training and Support	pg 9
Complaints Procedure	pg 9
Responsibilities	pg 9-10
➤ Verita International School Founders and Advisory Board – Director	
➤ Monitoring and Review	
➤ Subject Co-ordinators	
➤ Teachers	
➤ Support Staff	
➤ Parents and Members of the Community	



Aims

In accordance with its duties under the *Equality Act 2010*, Verita International School aims to create and maintain an environment that will:

- Promote equality of opportunity
- Promote diversity
- Challenge discrimination with a view to eliminating unlawful discrimination;
- Promote good relations between members of different racial, cultural and religious groups and communities;
- Aim to eliminate gender or sexuality-based discrimination;
- Seek to develop an understanding of, and promotion of, human equality and equal opportunities;
- Promote good relations between members of different groups;
- Enable students to take responsibility for their behaviour and relationships with others;
- Prevent unequal treatment on the grounds of disability.

Equality Act 2010

This policy is based on the expectations set out in the 'The Equality Act 2010'

Equality is ensuring that individuals or groups of individuals are treated fairly and equally and no less favourably, specific to their needs. The Equality Act 2010 prohibits all employers, service providers and providers of education, from discriminating against, harassing or victimising individuals with protected characteristics.

The protected characteristics detailed in the Equality Act 2010 are: ·

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation.

We aim to:

1. Eliminate discrimination and other conduct that is prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. Foster good relations across all characteristics, between people who share a protected characteristic and people who do not share it.



Eliminating Harassment and Bullying

Verita's Anti-bullying Policy includes clear guidance on how discrimination, bullying, harassment of all children, young people and adults will be dealt with. Verita International School will not tolerate harassment based on any protected characteristic and will endeavour to promote a culture of inclusion and tolerance and promote equality of opportunity.

- All staff are responsible for following the policy and reporting incidents of discriminatory treatment to the appropriate senior leadership member of staff.
- Where the complaint involves a Senior Leadership member the staff member will report the incident to a member of the school board.
- Where staff come across incidents involving discriminatory bullying they must report them
- The school leadership team monitors any incidents and actions taken relating to discriminatory bullying.

Bullying and harassment of staff, as well as pupils, will be monitored and the information used to determine future policies. All incidents of discriminatory bullying amongst pupils will be taken seriously and must be dealt with appropriately and reported to the appropriate senior leadership member of staff.

Ethos, Vision and Values

Verita is committed to ensuring equal treatment of all its employees, pupils and any others involved in the school community. We will ensure that no one is treated less favourably in any procedures, practices or aspects of service delivery. The commitment to equality must be evident in all areas of school life.

Commitment to Staff Equality

The School will ensure that the requirement to promote equality is clearly reflected in policies and procedures for the management of staff and in the equal opportunity policies that affect the staff relationship with pupils and others.

Employment of Staff

1. Advertisements and job specifications will all carry the statement that welcomes applications for all posts from appropriately qualified persons regardless of gender, race, sexual orientation, religion or belief, disability or ages
2. People with disabilities will be offered facilities at interviews to enable them to demonstrate their suitability for employment
3. Candidates for vacant posts will be assessed against relevant criteria only
4. When managing staff issues, the school will be careful to ensure that there is no direct discrimination and that criteria, provisions and practices operated in employment at the school do not indirectly discriminate particularly when:



- Allocating teaching and learning responsibilities
- Re-evaluating staff structures
- Managing flexible working
- Managing parental and carer's leave
- Managing pregnancy and return from maternity leave
- Sexual and sexist harassment
- Professional developments
- Absence through ill-health
- Appraisal
- Applying grievance, capability and disciplinary procedures
- Managing work-based training opportunities.

Staff Development

- All employees have equal access to training, career development and promotion
- All recruits to the organisation will be offered induction training.
- Line managers will be expected to encourage participation in training and promotion opportunities, seeking to remove any obstacles to particular groups or individuals in a protected category from accessing them
- Staff development opportunities will be monitored. All staff and in particular those concerned with selection and promotion, are given equality awareness training
- People who become disabled while in employment will be given positive help to retain their jobs or to be considered for redeployment if that is necessary.

Commitment to Pupil Opportunity and diversity

Verita is guided by three essential principles in terms of equality of opportunity:

1. Every pupil should have opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education
2. Every pupil should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities
3. Every pupil should develop the knowledge, understanding and skills that they need in order to participate in our multi-ethnic society, and in the wider context of an interdependent world.

These three essential principles will underpin the curriculum, and all subject areas must have regard to them when constructing programmes of study. They will also underpin the maintenance of harmony and accord within the school and be the promoted ethos of all staff.

- Verita is committed to full educational inclusion (see SEN Policy)
- Annual analysis of attainment, behaviour and other student data will be undertaken to ensure equal access and to review the performance of young people in protected



categories

- School and faculty development plans will act to improve the learning of students according to this analysis
- All subjects will have equality and the promotion of good relations between groups at their core and make explicit references within schemes of work
- Verita will be sensitive to the needs of different groups while preserving its commitment to equality for all pupils and the promotion of core school values and those that make us 'Good citizens of the world'
- School rules and the code of conduct for students clearly and explicitly forbid the verbalisation or vocalisation of discrimination on the grounds that a person is in a protected category, is perceived to be or is associated with someone in a protected category
- Positive attitudes and awareness development for equality of opportunity is specifically taught through the SEL, SEE and tutor programme
- Verita will promote aspiration in all pupils and monitor the destinations of pupils from different groups.

Racial Equality

Verita is committed to promoting equality of opportunity and good race relations for the benefit of everyone. The Advisory Board, Founders and staff recognise their responsibilities in preparing young people for life in a culturally diverse society. Verita recognises that race encompasses ethnicity and that this may be defined by religious and customary practices.

Responding to Racial Incidents

We expect all staff to:

- Deal with any racist incidents that occur
- Know how to identify and challenge racial and cultural bias and stereotyping
- Support pupils in their class for whom English is an additional language
- Incorporate principles of equality and diversity in all aspects of their work

All racial incidents must be reported, using the 'Racist Incident Form'

Note:

- Racist symbols, political symbols or other biased and/or offensive insignia
 - Are forbidden in or within the school.
 - The display of such materials is regarded as discriminatory behaviour.

Promoting Racial Equality in the Curriculum

In addition to eliminating discrimination on racial grounds, Verita will develop and maintain policies and procedures for ensuring that equal opportunities are promoted in the curriculum and in teaching methods. All subject programmes of study will contain material and methods that:



- Recognise that social and cultural factors will impact how students view race, and this will affect how they engage with learning
- Encourage classroom and staffroom discussion of racial issues which reflect on racial stereotypes, expectations and the impact on learning
- Include teaching and classroom-based approaches appropriate for the whole school population.

Sexuality and Gender Equality

Verita will ensure the equal treatment of its employees, pupils and all members of the school community regardless of gender or sexuality. The school approach to gender and sexual equality will be formulated with equal input by all parties. It is the responsibility of Verita to conduct employment practices and activity in a way that is free from discrimination and harassment and actively promote gender equality within our workforce. Gender and sexuality aspects are considered when appointing staff, allocating teaching and learning responsibilities or re-assessing staff structures for promotion, to ensure all decisions are free of discrimination.

Verita will ensure, in addition to the general principles of promoting equality, that:

- Evidence of negative trends, in terms of academia, bullying or behaviour, that occur in a particular gender or sexuality grouping are examined, recorded and acted on.
- Ensure equal representation on the school council, the Advisory Board and parent focus groups.
- Make all school events fully inclusive and the school welcoming to all genders and sexualities.
- Draw up a plan with tangible aims for the promotion of equality within the staffing structure of the school.
- There will be no discrimination in admissions, exclusions or transitions.
- Develop gender equality and sexual equality policies through consultation with staff, students, unions and parents and subject the policies to regular review.
- Challenge gender stereotypes through the curriculum and on a daily basis.

Disability Equality

Definition of Disability

The Equality Act 2010 defines a person as disabled if they have a physical or mental impairment that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities.

The Governing Body recognises its duties under the Equality Act 2010 not to discriminate against disabled pupils in their admission or exclusion, nor in the provision of education and associated services.

Verita's policies will always take into account the needs of disabled staff, pupils and visitors to the school. Verita values the full range of its pupils and seeks to ensure that all its practices are fully inclusive. Every effort will be made to ensure that 'reasonable adjustments' are made to



accommodate disabled pupils. We will make reasonable adjustments to make sure that the school environment is as accessible as possible. We will also provide auxiliary aids and services when appropriate and reasonable. As we do not have a lift in the High school building there are spoke restrictions currently.

Statistical Information

Verita recognises the importance of collecting, analysing and acting upon information if we are to discharge our equality duty. Accordingly, we will collect the following information:

- Data on the employment of disabled people. Disability monitoring. It is recognised that the number of disabled employees is likely to be statistically small in a small workforce and that it will be important to look at trends rather than at the year-on-year fluctuations.
- Performance data for disabled children.
- Disciplinary and bullying data for disabled children.
- Qualitative and quantitative information on the effect of interventions in regard to disabled children.

Planning the Curriculum

Verita will provide a curriculum that provides equal opportunities for all pupils including those with disabilities and also raises awareness of disability issues. Wherever possible, we will obtain data on future pupil population, to enable advanced planning to accommodate the needs of children with disabilities. The curriculum will be differentiated where necessary by task, outcome and support offered.

Physical Environment

Verita will take account of the needs of pupils, potential pupils, staff and visitors with disabilities when planning and undertaking future improvements and refurbishments. We will review the physical environment annually and identify priorities for the coming year.

Contact with Parents and Carers

When providing newsletters and information for parents and carers, Verita will make this information available in accessible formats so that disabled parents or carers can easily access the information. We will also ensure that events for parents and carers such as open evenings, meetings with teachers, are held in the accessible parts of the building.

Wider Implications

Verita has a role as a service provider to make our buildings accessible when we hire out rooms or parts of the building. The school's procurement policies will address, where appropriate, the obligation to promote disability equality and equality between disabled people and other people.

Guidance, Support and Training

Guidance, support and training will be provided to all members of staff to ensure that the school's commitment to disability equality is fully realised. All staff (teaching and support staff) must attend training regarding duties to disabled pupils and members of staff and attend



updating sessions when deemed necessary by the Director. Support staff working with disabled pupils or members of staff and will be given relevant training.

Administration

- Venues for meetings will take account of the needs of all participants.
- Venues for teaching and learning will take into account the particular needs of the learners, teachers and teaching assistants.

Training and Support

Verita recognises its responsibility for providing training and support for the governors and staff (and any volunteers or staff not employed by the school).

Complaints Procedure

Anyone at Verita who feels that this policy is not being followed is entitled to raise the matter with the Director or member of the Senior Leadership Team. Anyone outside who wishes to make a formal complaint must do so through the school's complaints procedure found on the schools website.

Advisory Board and Founders Responsibilities

- Will ensure that account is taken of the equal opportunity principles and policies in the managing of staff and pupil issues.
- Will ensure equal opportunity policies are in place.
- Will monitor the progress of its policies annually, and will review the policies; · Will receive reports annually.
- The Director has responsibility for the equality policies, for delegating responsibilities and tasks to other staff and for ensuring that the policy is known and understood by staff, students and parents.

The Director must also present general reports, statistics and incident reports to the LAGB and its committees as agreed.

They will demonstrate through personal leadership the importance of this policy, and will:

- Ensure that procedures are in place to implement the policy.
- Ensure that all staff are aware of the policy and understand their roles and responsibilities in relation to this policy.
- Ensure that job description contain appropriate references to equal opportunities.
- Publish annually a report on actions taken to promote equal opportunities.
- Assess the impact of this policy through developing an action plan.
- Liaise with parents and relevant representatives of the community.



Verita Faculty and Staff

Subject co-ordinators will be responsible for:

- Making, reviewing and monitoring curriculum policies in their own subject areas to ensure that equality is being appropriately promoted in line with Verita's policy.
- Identifying training and support needs.

Teachers & Specialists

Teachers will familiarise themselves with this policy and know what their responsibilities are to ensure that the policy is implemented. They will know the implications of the policy for their planning, teaching and learning strategies as well as for behavioural issues.

Support & Admin Staff

All admin and support staff must familiarize themselves with this policy and know what their responsibilities are in ensuring that it is implemented.

*Created and Reviewed by: Damian Ward/Verita Founder and Advisory Board
Policy Category: Health & Safety
Approved by Richard Joannides
Next Review: April 2024*

