



Westfield School Equality Policy

This policy is a statement of the aims, principles and processes for equal opportunities at Westfield School. It is to ensure that people are treated fairly and equally as outlined in the Equality Act 2010. Westfield School will seek to ensure that no employee, job applicant, pupil or other member of the school community is treated less favourably on grounds of gender, race, colour, ethnic or national origin, marital status, age, sexual orientation, disability or religious belief. We acknowledge the Ofsted inspection framework of 2012, which emphasises the importance closing the gap in standards of achievement of different groups including those vulnerable to underachievement.

The policy links to other school policies and documents including our:

Behaviour Policy

Teaching and Learning Policy

SEND Policy

Westfield School Accessibility Policy

We are committed to carry out its legal duty in complying with the relevant legislation (including The Sex Discrimination Act, Race Relations Act, Disability Discrimination Act and Employment Equality Regulations), ensure high-quality education, be a good employer, provide development opportunities, work together to meet the needs of every pupil, endeavour to build an ethos that pupils and staff contribute towards a happy and caring and respectful place of work where the individual is. We aim to provide a curriculum which provides opportunities to ensure all can achieve.

Complaints or evidence of failure to comply will be dealt with promptly and fully investigated according to the relevant procedure (e.g. complaints regarding staff may be investigated either under the disciplinary, grievance or anti-harassment procedure as appropriate). All forms of discrimination by any person within the responsibility will be treated seriously as this is unacceptable.

Westfield School endeavours to make all staff and pupils feel safe and secure and that they are treated fairly and with respect. The school has the highest expectations for all pupils and is committed to encouraging and enabling all pupils to achieve all they are capable of. The school complies with its obligations under the relevant legislation. The school has procedures for dealing with racial harassment and bullying. Provision is made for leave of absence for religious observance. This includes staff as well as pupils.



All governors, staff, volunteers, pupils and their families should develop an appropriate understanding of the school's Equal Opportunities Policy and work within the guidelines of it. All staff have a responsibility to deal with incidents of discrimination; to prepare for and deliver an appropriate curriculum, develop learning and teaching methods, classroom organisation and assessment procedures, behaviour management, school journeys and extended school activities that take account of the need to eliminate unlawful discrimination and harassment and promote equality.

Our admissions arrangements are fair and transparent and do not discriminate against pupils by treating them less favourably on the grounds of their sex, race, disability, economic disadvantage, religion or belief, sexual orientation, gender reassignment, pregnancy, maternity or paternity.

We promote equality and diversity through all areas of the curriculum. The school monitors the curriculum for all pupils. The allocation of pupils to teaching groups is fair to all. Resources that promote equality are used across the curriculum.

Our Accessibility Plan is designed to increase the extent to which pupils with disability can participate in the curriculum, improve the environment and the availability of accessible information to disabled pupils.

Staff Recruitment and Career Development ensures that all appointment panels give due regard to this policy so that no one is discriminated against.

At Westfield School we collect data and monitor progress and outcomes of different groups of pupils and use this data to support individual pupils and to inform school improvement.

All incidents of bullying, racism and racial harassment are thoroughly investigated, recorded, and reported in the Racist Incidents and Bullying Incidents Record Book on each site. Incidents are monitored and follow-up dates are set for review. All incidents are monitored by the Local Authority