



Simul autem et crescere luceat
Together we grow and shine

Fountain Head House School Equality, Diversity and Inclusion Policy

Review due	May 2024
Last review	January 2024
Policy date	May 2023
Reviewed by	Thereza de Lucca Headteacher
Approved by	Julie Smith Chair of the School Board

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Introduction

Fountain Head House School is committed to promoting a positive and diverse culture in which all staff and young people are valued and supported to fulfil their potential irrespective of their age, disability, race, religion, belief, sex or sexual orientation.

We give all our children every opportunity to achieve the highest of standards. We do this by taking account of pupils' varied experiences and needs. We offer a broad and balanced curriculum and have high expectations of all children. The achievements, attitudes and wellbeing of all our children matter.

This Equality, Diversity and Inclusion Policy extends to adults: staff, parents and carers. We recognise our obligations under the Equality Act 2010, which replaced all previous legislation in relation to equal opportunities. In line with that legislation, we are committed to promoting the equality and diversity of all those we work with especially our employees, pupils, parents and carers, and visitors.

We oppose all forms of unlawful and unfair discrimination, bullying and harassment and will make every effort to comply with the requirements of the Act and its subsequent provisions.

Fountain Head House School undertakes not to discriminate unlawfully, or treat people less favourably, on the grounds of the Protected Characteristics as defined by the Equality Act 2010 ("the Act") (and any future amendments to the Act), or any other ground that cannot be justified.

Protected Characteristics

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Fountain Head House School recognises that it is also unlawful to discriminate by association or perception. For example, treating a pupil unfairly based on the Protected Characteristics of their parents or other family members.

This policy recognises the four types of unlawful behaviour as defined in the Act.

- Direct discrimination
- Indirect discrimination
- Harassment
- Victimisation

Every possible step will be taken into account in the aim of ensuring individuals are treated fairly and decisions are based on objective criteria.

Legislation and Guidance

The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination.

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which require schools to publish information annually 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.

This document takes into consideration the GOV.UK updated guidance



This document takes into consideration The Education (Independent Schools Standards) Regulations 2014.

The Public Sector Equality Duty (PSED)

Under the Act the schools are required to meet the Public Sector Equality Duty (PSED) and to have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

The following specific duties apply:

- To publish information which demonstrates our compliance with the need to have due regard for the three aims of the PSED
- To prepare and publish specific and measurable objectives which we will pursue over the coming years to achieve the three aims.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

Equality Statement

Our Equality Statement is based on the principles above and aims to ensure that:

All pupils and members of staff at our school are provided with opportunities to fulfil their potential whatever their sex, race, colour, ethnic or national origin, marital status, age, sexual orientation, disability or religious belief.

Equality Aims

Fountain Head House School, in accordance with the Equality Act 2010, the Public Sector Equality Duty and The Education (Independent Schools Standards) Regulations 2014, aims to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it
- Create a fair and just community that promotes social inclusion, community cohesion and equality that respects diversity and which challenges and acts upon all forms of discrimination and inequality, including bullying of any sort.
- Work actively to celebrate difference and challenge racism, sexism, homophobia and all other forms of prejudice.
- Take positive action to promote racial harmony and to promote positive attitudes towards life in a multicultural, multi-ethnic and multi-faith society, through the PSHE curriculum and special projects throughout the year.
- Continuously ensure that all pupils have equal opportunities to achieve to the best of their ability regardless of their gender, ethnic or racial background, religion, ability or sexuality.
- Actively promote British Values of tolerance, fairness, respect for other faiths, and the rule of law and democracy.

Equality Objectives

Fountain Head House School has set the following objectives with focus on developing a culture equality, diversity and inclusion as we prepare our pupils to be citizens of Modern Britain.

- To ensure diversity is celebrated across the curriculum in all subject areas and in particular through our PSHE Curriculum.
- To encourage staff and students to celebrate and embrace cultural diversity increasing their awareness of British Values.
- To encourage increased participation in school life for families through our Engaging with Parents & Carers approach.
- To ensure the school's motto – "Together We Grow And Shine" is at the heart of school life and reflects an inclusive ethos which promotes diversity.
- To promote pupils' understanding of identity, diversity, community and equality through our PSHE curriculum and as part of school life in general.
- To promote effective transition into and from the school.
- To ensure the pupils are prepared for life in modern Britain and their next stage of learning.

We will monitor the impact of our objectives in the following ways:

- Reviewing pupil progress and attainment data with the aim to provide further support where needed
- Individualised Learning Programmes to meet the needs of our pupils
- PSHE learning showing impact of learning about Equality, Diversity and Inclusion
- Data and information published on our website
- Taking advice from relevant parties such as undertaking regular Equality Audits led by Cornwall LA
- Effective practice of all relevant policies

Freedom of Expression - United Nations Convention on the Rights of the Child (UNCRC)

Fountain Head House School promotes the UN Convention on the Rights of the Child and this includes freedom of expression.

Pupils have the right to:

- Express their own views, feelings and wishes freely in all matters affecting them and to have their views considered and taken seriously (Article 12)
- Freedom of expression of their thoughts and opinions, and freedom to think and believe what they choose (Articles 13 and 14)

Supporting vulnerabilities and risks associated with radicalization and extremism

Fountain Head House School recognises that pupils with SEND can be vulnerable to the risks associated with radicalisation and extremism.

Though there is no commonly used definition of childhood vulnerability, a child can be vulnerable to risks and poor outcomes because of individual characteristics; the impact of action or inaction by other people; and their physical and social environment. Children who are at risk of radicalisation may have low self-esteem or be victims of bullying or discrimination, they may feel isolated and lonely or wanting to belong.

Through promoting Equality, Diversity and Inclusion as part of the PSHE curriculum and the whole school culture, we support pupils to develop self-esteem and self-worth which in turn will lessen the possible vulnerabilities they might have had otherwise.

Responsibilities

It is the responsibility of the School Board, the Headteacher and members of the School's Senior Leadership Team to ensure that the school operates within the legal framework for equality and for implementing the policy throughout the school.

It is the responsibility of the Headteacher, members of the School's Senior Leadership Team and the Middle Leader with responsibility for PSHE to ensure that there is a clear focus on pupils' Spiritual, Moral, Social and Cultural (SMSC) development. And, in doing so, that all relevant aspects are covered in the curriculum in a meaningful, creative and appropriate manner to support our pupils' understanding, appreciation and respect for Equality, Diversity and Inclusion.

It is the responsibility of each member of the school community to be alert to and to challenge discrimination; embracing diversity; respecting different faiths and beliefs; and upholding equality of opportunity for all.

Link Policies

- FHHS – Accessibility Plan
- FHHS – Anti-bullying Policy
- FHHS – PSHE – RSE Policy
- FHHS – Curriculum Policy
- FHHS – Safeguarding and Child Protection Policy

Appendix 1

The Equality Act 2010 and Schools



Curriculum (page 14)

2.8 The content of the school curriculum has never been caught by discrimination law, and this Act now states explicitly that it is excluded. However the way in which a school provides education – the delivery of the curriculum – is explicitly included.

2.9 Excluding the content of the curriculum ensures that schools are free to include a full range of issues, ideas and materials in their syllabus, and to expose pupils to thoughts and ideas of all kinds, however challenging or controversial, without fear of legal challenge based on a protected characteristic. But schools will need to ensure that the way in which issues are taught does not subject individual pupils to discrimination.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice

Principles to be actively promoted – British Values (Equality Act 2010):

- i. enable pupils to develop their self-knowledge, self-esteem and self-confidence;
- ii. enable pupils to distinguish right from wrong and to respect the civil and criminal law of England;
- iii. encourage pupils to accept responsibility for their behaviour, show initiative and understand how they can contribute positively to the lives of those living and working in the locality in which the school is situated and to society more widely;
- iv. enable pupils to acquire a broad general knowledge of and respect for public institutions and services in England;
- v. further tolerance and harmony between different cultural traditions by enabling pupils to acquire an appreciation of and respect for their own and other cultures;
- vi. encourage respect for other people, paying particular regard to the protected characteristics set out in the Equality Act 2010; and
- vii. encourage respect for democracy and support for participation in the democratic processes, including respect for the basis on which the law is made and applied in England.

<https://www.gov.uk/guidance/equality-act-2010-guidance>

The Equality Act 2010 in the Curriculum at Fountain Head House School - Intent

FHHS will ensure that equal opportunities and the principles of fairness underpin all aspects of policy, procedure, education provision, consultation and decision-making.

FHHS is committed to equality in its delivery of education, whether or not the service is directly provided by us or contracted to a third party provider. Senior leaders will monitor this education provision to ensure that pupils acquire the skills which enable them to be proactive in their behaviour and learning and to become responsible citizens.

We aim to provide high quality education provision, making sure provision is easily accessible. We will improve what we do by continuing to consult with staff, pupils, parents, Governors, local communities and other partners about equality issues. We will promote our equal opportunities in our contact with parents, staff, governors and external organisations.

We will make every effort in creating equality of opportunity in order to ensure they are accessible and fair to everyone. Every person has the right to be treated fairly, regardless of race, gender, sexuality, disability, age, culture, religion, nationality or caring responsibilities. Where necessary we will implement reasonable adjustments or additional support, to ensure equality of access to an education and suitable learning and working environments.

All those who deliver our education provision and all those involved with the school will recognise diversity and demonstrate a proactive approach to this in their day-to-day work. They will ensure that everyone is treated fairly, recognising special educational and physical needs and understanding differences. Behaviour will reach our high standards of conduct (staff and pupils) and the learning environment we provide will be safe and accessible for those studying and working.

FHHS will adhere to statutory legislation and give consideration to other relevant guidance, which aims to make sure that everyone is treated equitably. We will work with other people and organisations to encourage fair treatment of all. We will collect information, which will help us plan and develop services to meet the special needs of all members of the community.

FHHS will not tolerate any form of discriminatory behaviour against members of the school or local community.

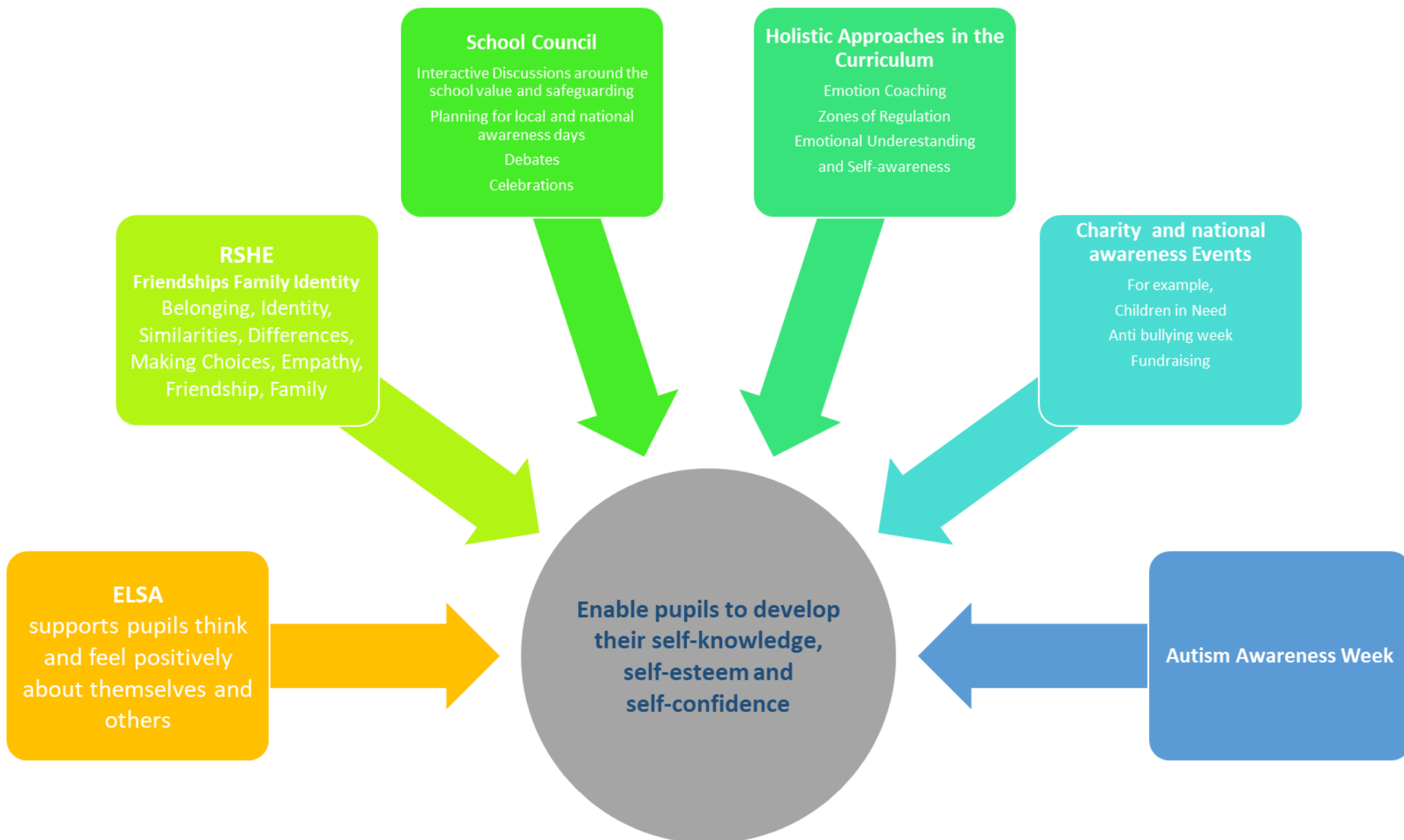
Equality and Diversity Aims & Objectives at Fountain Head House School

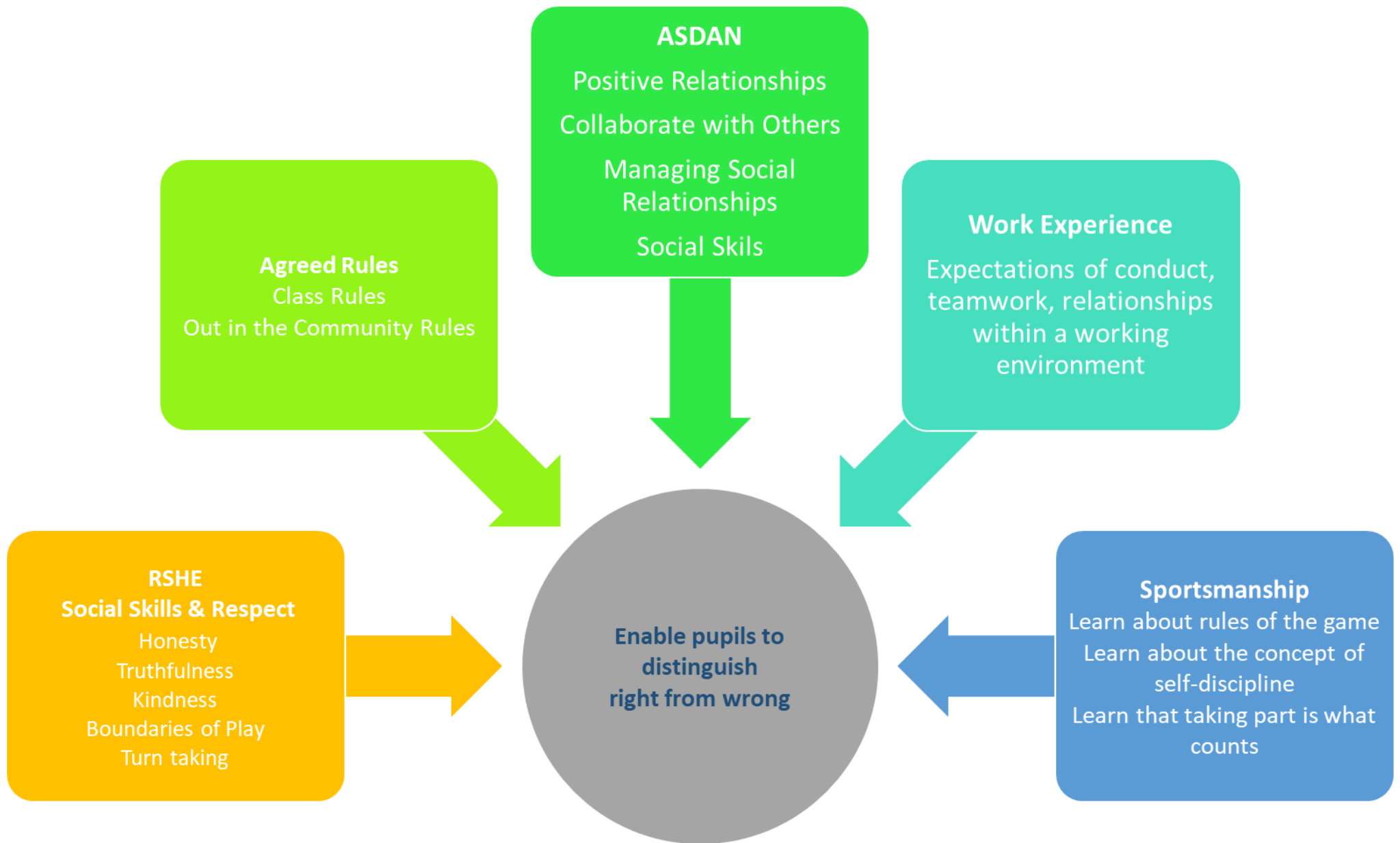
Our aims

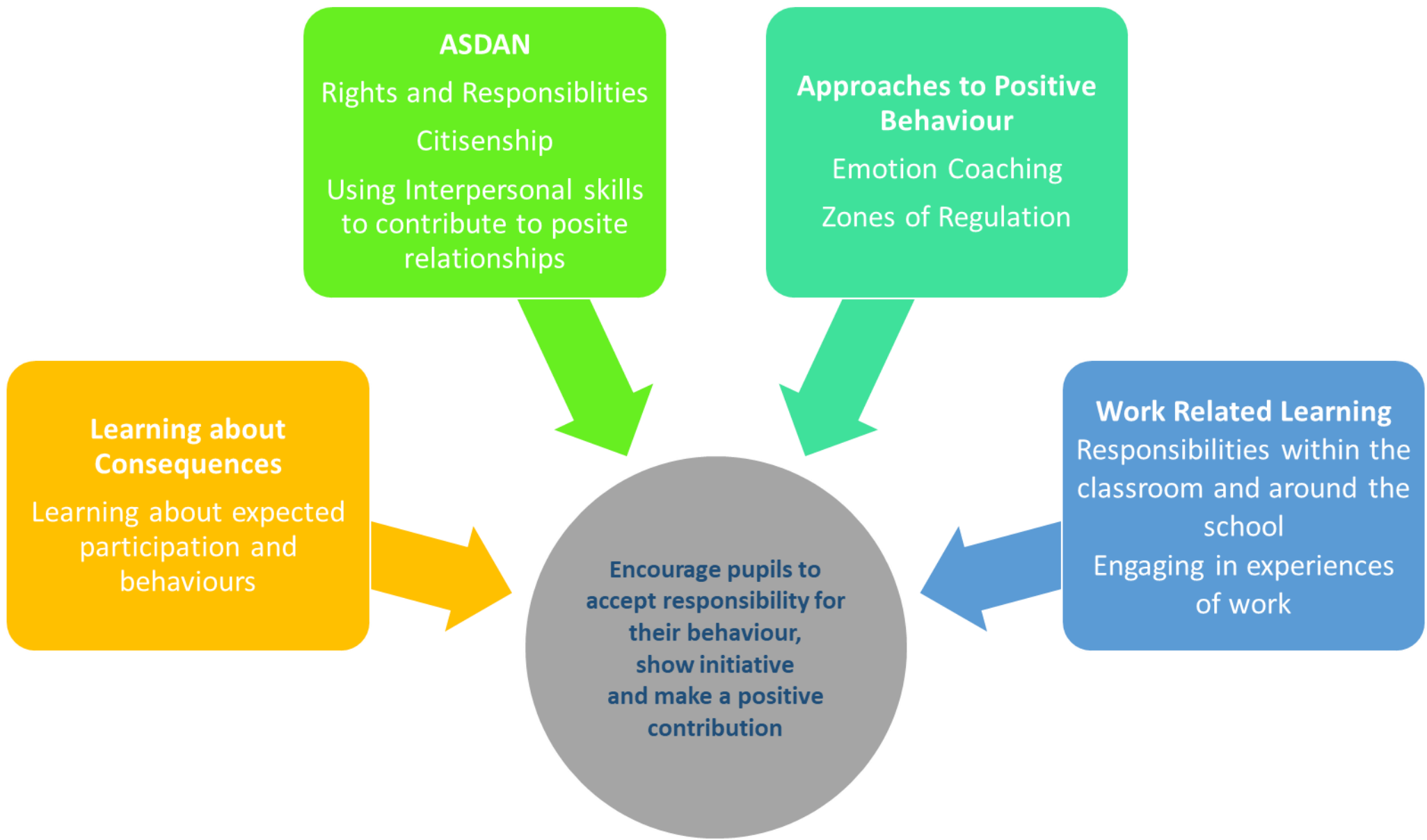
- to create a fair and just community that promotes social inclusion, community cohesion and equality that respects diversity and which challenges and acts upon all forms of discrimination and inequality, including bullying of any sort.
- To work actively to celebrate difference and challenge racism, sexism, homophobia and all other forms of prejudice.
- To take positive action to promote racial harmony and to promote positive attitudes towards life in a multicultural, multi-ethnic and multi-faith society, through the PSHE curriculum and special projects throughout the year.
- To continuously ensure that all pupils have equal opportunities to achieve to the best of their ability regardless of their gender, ethnic or racial background, religion, ability or sexuality.
- To actively promote British Values of tolerance, fairness, respect for other faiths, and the rule of law and democracy.

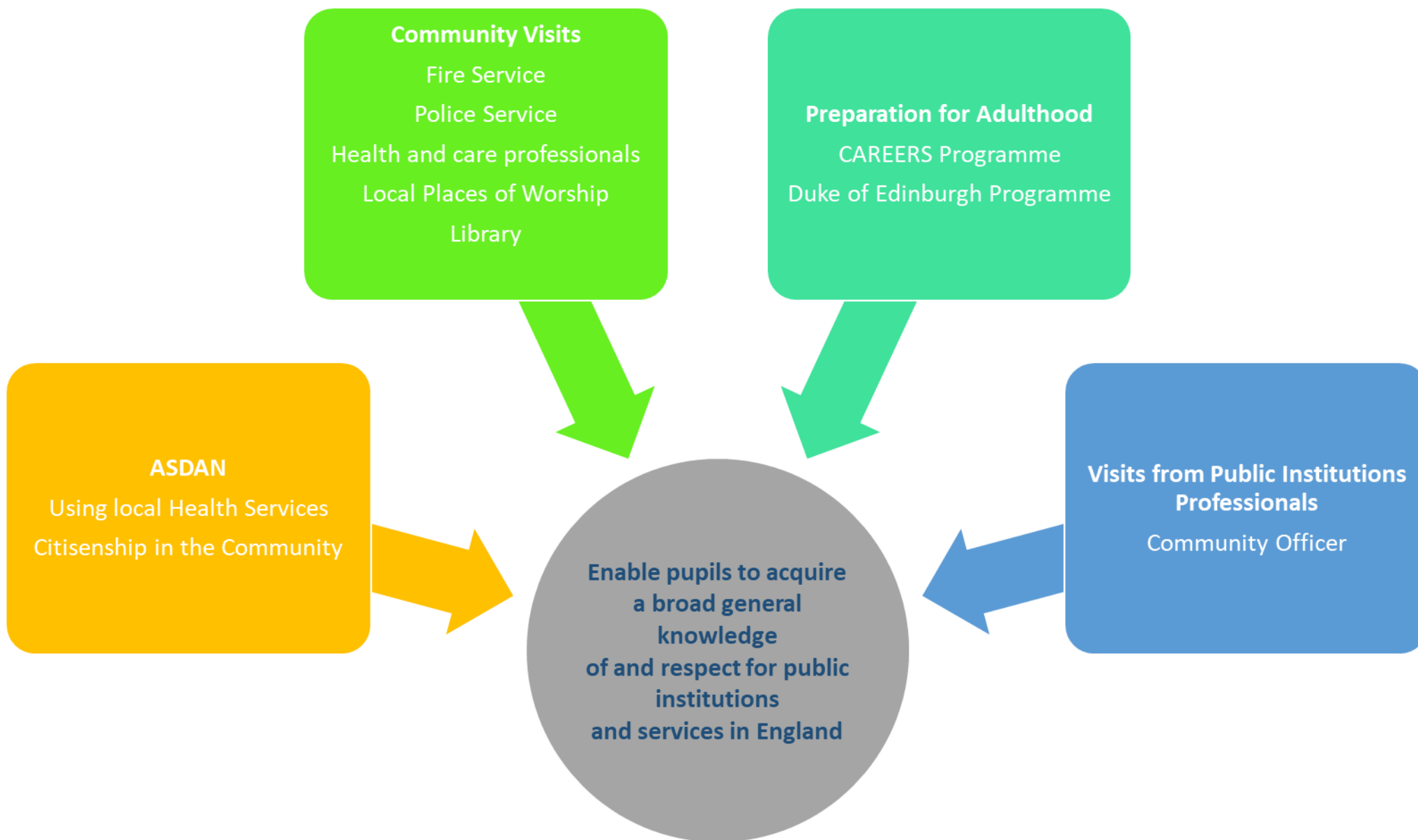
Our objectives

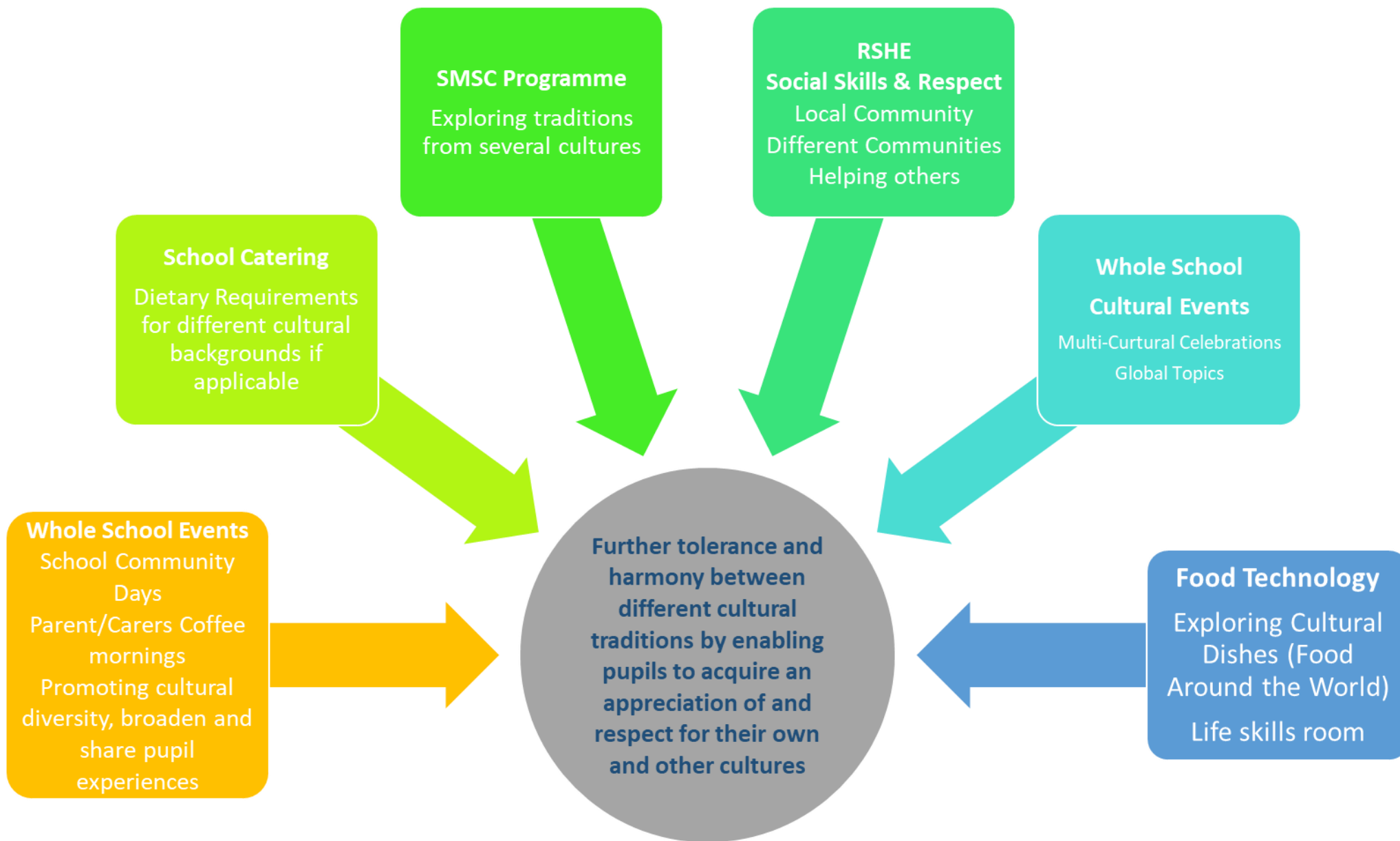
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- To encourage staff and students to celebrate and embrace cultural diversity increasing their awareness of British Values.
- To encourage increased participation in school life for families through our Engaging with Parents & Carers approach.
- To ensure the school's motto – "Together We Grow And Shine" is at the heart of school life and reflects an inclusive ethos which promotes diversity.
- To promote pupils' understanding of identity, diversity, community and equality through our PSHE curriculum and as part of school life in general.
- To promote effective transition into and from the school.
- To ensure the pupils are prepared for life in modern Britain and their next stage of learning.

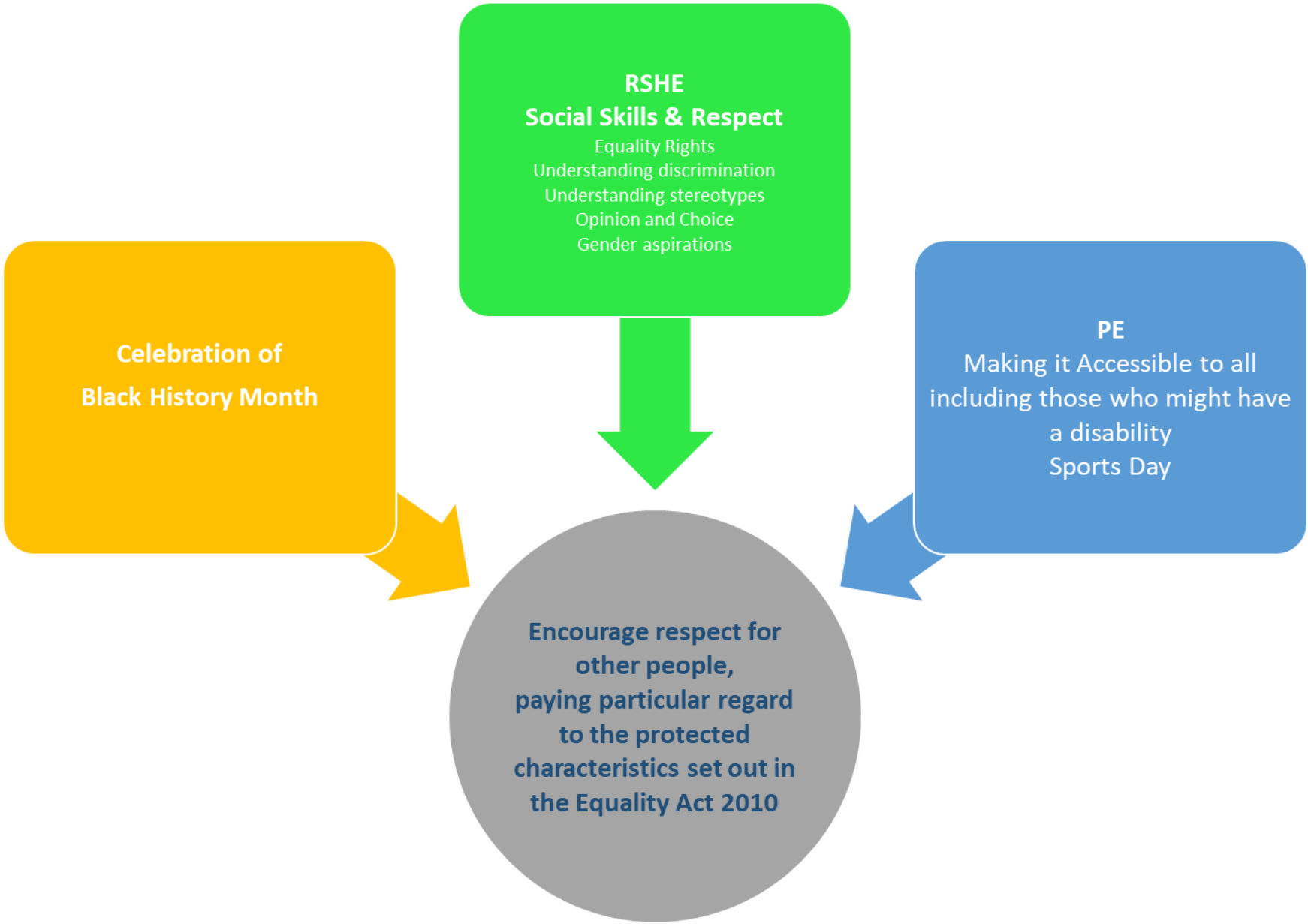


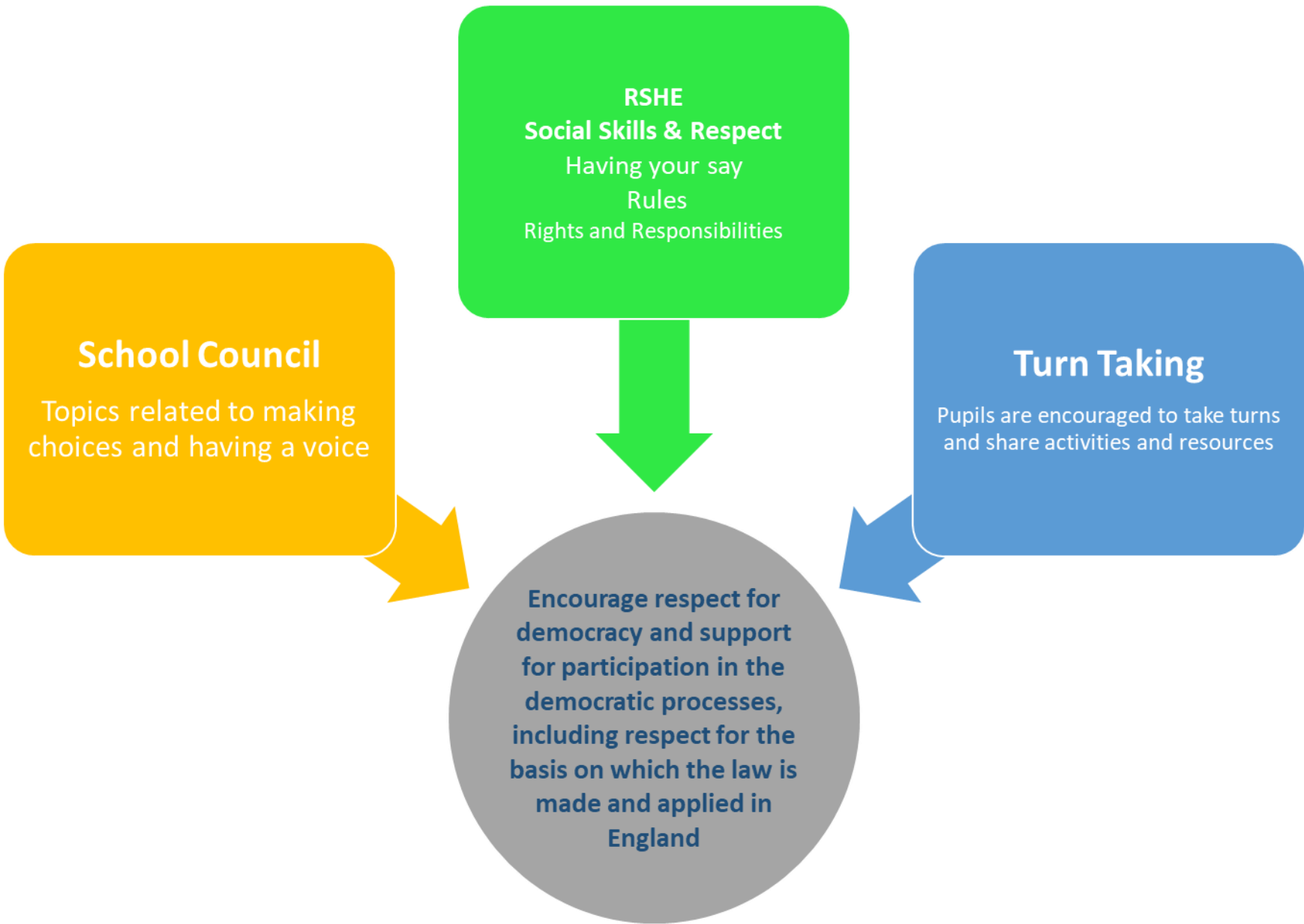














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Equality Act 2010 Public Sector Duties

Fountain Head House School
2023 – 2024

This document will be updated within four years

FHHS – Equality Statement

Introduction

Fountain Head House School is committed to the development of cohesive communities both within our school's physical boundaries and within our local, national and global environments.

Our school embraces the aim of working together with others to improve children's educational and well-being outcomes.

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics).

This means that schools cannot discriminate against pupils or treat them less favourably because of their sex (gender), race, disability, religion or belief, gender reassignment, sexual orientation or pregnancy or maternity.

The Act requires all schools to comply with the **Public Sector Equality Duty** and two **specific duties**.

Public Sector Equality Duty

The Public Sector Equality Duty requires us as a school to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

Specific Duties

The Two "specific duties" requires us as a school to:

- Publish information to show compliance with the Equality Duty
- Publish Equality Objectives at least every 4 years which are specific and measurable

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

FHHS - Equality Statement

Our Equality Statement is based on the principles above and aims to ensure that:

All pupils and members of staff at our school are provided with opportunities to fulfil their potential whatever their sex, race, colour ethnic or national origin, marital status, age, sexual orientation, disability or religious belief.

Our aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
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FHHS – Equality and Diversity Objectives

Our objectives

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Legislation and Guidance

- 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
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