



Equality and Diversity Statement and Objectives

2022-2023

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Last reviewed: September 2022
To be reviewed: September 2023

Article 2 (non-discrimination): The Convention applies to every child without discrimination, whatever their ethnicity, gender, religion, language, abilities or any other status, whatever they think or say, whatever their family background.



Introduction

“At HHTS we passionately strive to ensure that all children have the best possible education at all stages of their lives; that their education must develop their **personality, talents and abilities**; and that it enables them to live **fulfilled, peaceful, sustainable and respectful lives**.

HHTS joins together every facet of our students’ medical and psychiatric care with their personal learning journey. Through **positive relationships, individualised learning and dynamic interventions** we ensure our students have every opportunity to discover and realise their potential and aspirations.

– *Vision of the Wandsworth Hospital and Home Tuition Service*

The Wandsworth Hospital and Home Tuition Service (HHTS) believes the Equality Act provides a framework to support our passionate belief in equality and diversity, our tackling of discrimination, and promotion of healthy relationships based on mutual respect and understanding.

As a UNICEF Rights Respecting School, we believe wholeheartedly 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.

Our service’s Vision and Values enshrines our commitment to equality, stating that we:

- Create a calm and focused learning environment in which everyone can learn effectively
- Recognise, value and celebrate individuality and diversity in our community and in the wider world.
- Nurture self-acceptance, self-respect and compassion for others

‘All children have the right to feel valued and safe’ – Articles 9, 75, 78, 79 and 95

Equalities Statement

The Wandsworth Hospital and Home Tuition Service (WHHTS) is committed to equality, both as an employer and as an educational provision.

In serving children and young people across London and the UK with a range of mental health needs, medical needs and additional educational needs, promoting equality and celebrating diversity sits at the very heart of what we do.

We strive to ensure that no-one experiences harassment, less favourable treatment or discrimination because of their age or stage of life, any disability they may have, their ethnicity or national origin, their gender, their gender identity or reassignment, their marital or civil partnership status, being pregnant or having recently had a baby, their religion or beliefs, their sexual identity and orientation.

We are committed to:

- ✓ Promoting equality of opportunity
- ✓ Becoming an Anti-racist School
- ✓ Ensuring everyone is treated with respect
- ✓ Recognising that people have different needs and that promoting equality will involve addressing those needs rather than treating everyone the same.
- ✓ Eliminating discrimination and harassment
- ✓ Valuing diversity and promoting positive relationships
- ✓ Providing an inclusive education which enables all pupils to develop to their full potential
- ✓ Making our schools safe, inclusive spaces for everyone
- ✓ Consulting and involving people from different groups, for example, through talking to pupils, staff and parent/carers

The Equality Act, 2010

The Equality Act 2010 replaces previous anti-discrimination legislation with a single Act. The Equality Duty is set out in section 149 of the Act. It replaces the three previous public sector equality duties – for ethnicity, disability and gender – and covers the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (but only in respect of eliminating unlawful discrimination)
- Pregnancy and maternity
- Ethnicity
- Religion or belief
- Sex

- Sexual orientation

The Equality Act requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct 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 between people who share a protected characteristic and people who do not share it.

This statement meets our specific duty to publish information every year which sets out how we are doing this as we promote equality of opportunity and diversity, a positive school culture and work together to prevent discriminatory behaviour.

Please also see our Accessibility Plan.

Additional specific duties for public organisations:

- To publish information to show compliance with the Equality Duty (*as a PRU with less than 150 staff, we are not required to publish information on staff*)
- To publish Equality Objectives every four years which are specific and measurable

This document outlines how the school is meeting these statutory duties in line with national guidance and the work that is being undertaken to further promote equality and support students with a range of protected characteristics.

Eliminating unlawful discrimination, harassment and victimisation

HHTS will:

- Be proactive in acting on the *Reasonable Adjustment* duty for disabled pupils to ensure they are not placed at a disadvantage to their non-disabled peers.
- Monitor and respond to incidents of discrimination, harassment and victimisation.
- Ensure the views of those affected by a policy are included in their development and in reviewing existing ones.
- Ensure, via the headteacher, that appointment panels and managers adhere to this policy so no one faces discrimination when seeking employment, promotion or training opportunities.
- Respect the views of the young people in our care wherever possible; seeking consent before sharing information and respecting their wishes to be

addressed by a chosen name or with pronouns relating to their self-identified, rather than legal, gender.

Advancing equality of opportunity between different groups

HHTS strives to:

- Avoid language that places ceilings on pupils' achievement or restricts their potential as learners.
- Be aware of the impact negative language and labels can have on race, gender, disability and sexuality and challenge this language.
- Deliver a rich PSHE curriculum, in addition to strands of SMSC and British Values being embedded across the curriculum, so students have opportunities to expand their understanding of different people, cultures and views.
- Have staff who are proficient in using British Sign Language to support our Hearing Impaired learners in their preferred language mode (BSL/SSE/spoken English) and using interpreters when needed (as per our Communication Policy) to ensure full access to information.
- Have appropriately qualified (or provide training for staff in order to become) Teachers of the Deaf who can support Deaf/Hearing Impaired students to access their learning through appropriate differentiation and support.
- Promote and teach Deaf culture and history; providing access to Deaf role models and tutors wherever possible.
- Deliver home tuition for pregnant teenagers, young parents and young people with medical needs, who are temporarily unable to attend school in order to ensure they are able to continue their education.
- Develop the Compass programme to increase the educational provision in the borough for EBSA and SEN students who may not currently be accessing education and/or have a centre at which to sit their Key Stage 4 examinations.
- Support and engage with students who self-identify at LGBTQ+, deliver/organise LGBTQ+ training and oversee the embedding of LGBTQ+ themes throughout the curriculum and the celebration and recognition of important calendar events such as LGBTQ+ History and Pride months.
- Work in partnership with external organisations such as Free2Be to ensure that staff have up to date knowledge of issues relating to gender, sexuality and transitioning and to provide mentoring and advice to students as needed.
- Follow the United Nations Conventions on the Rights of the Child, as we are a UNICEF Rights Respecting School.
- Work towards the Leeds Beckett Anti Racist award.

Fostering good relations between different groups

HHTS strives to:

- Provide extensive teaching throughout the curriculum, SMSC events and PSHE lessons and packs on appreciating their own and different cultures, celebrating diversity and accepting differences.
- We provide opportunities for pupils to listen to others' opinions and experiences in order to help them develop their own empathy and understanding. This will happen in class and through pupil forums and councils.
- We promote positive messages and representation of diversity through lessons, displays, visitors and theme days.
- We promote a whole school ethos, which values diversity and equality while challenging prejudiced and discriminative language, attitudes and behaviour.
- We have a School Charter so all students are aware of their rights as Right Holders and the responsibilities of staff as Rights Bearers.
- Set up an Equality and Diversity group to: Ensure the voices of all members of the school are heard in order to develop a collective understanding of the experiences of our community; to provide insights and help the school avoid tokenism; To take a thoughtful and 'joined up' approach to equality and diversity work; To normalise a culture in which dialogue about race and cultural diversity is possible, good intention is assumed, feedback is welcomed, and fear of making mistakes does not hinder progress; To be committed to creating a positive change.

Roles and Responsibilities

We expect all members of the school community and visitors to support our commitment to promoting diversity and equality and in meeting the requirements of the Equality Act. We will provide guidance and information to enable them to do this.

Teaching, Support and Administrative Staff will:

- Promote an inclusive and collaborative ethos in their lessons
- Challenge prejudice and discrimination
- Manage any prejudice-related incidents that may occur fairly and professionally and in line with our Positive Behaviour Policy
- Maintain the highest expectations of success for all pupils
- Support different groups of pupils through differentiated planning and teaching

Named staff member responsible for Equality and Diversity: Susan Arkley

The Management Board will:

- Ensure procedures and strategies of this policy are implemented
- Promote equality of opportunity across all aspects of school life and the wider community
- Ensure equal opportunities in staff recruitment and professional development and in membership of the Management Board.

Governor responsible for Equality and Diversity: TBC

Equal Opportunities for staff

- All staff appointments are made on the basis of merit and ability in compliance with the law
- We endeavour to ensure, where possible, that staffing within the school reflects the diversity of our community
- We strive to eliminate discrimination and harassment in our employment practice and promote equality across all groups within our workforce.

Equalities Objectives

The Equality Act 2010 requires schools to publish specific and measurable equality objectives.

Our equality objectives are based on the analysis of our data and other evidence. Our equality objectives focus on those areas where we have agreed to act to improve equality and tackle disadvantages.

We will regularly review the progress we are making to meet our equality objectives.

Equalities Objectives

Objective 1	To provide effective pastoral support and equal access to education for young people with ASD and/or ADHD diagnoses
Objective 2	To provide effective pastoral support and equal access to education for Trans and non-binary young people <i>To enable us to achieve this target, we also seek to improve the quality and sensitivity of our data collection methods</i>
Objective 3	To improve the quality of access within work/education for D/deaf staff and students
Objective 4	To ensure that our educational provision is accessible to all pupils, including those who are too unwell to come into our physical classrooms and those with SEMH needs
Objective 5	To create a culture of anti-racist education and action in the service, supporting the decolonisation of the curriculum, developing staff and students to live in a multicultural society.
Objective 6 SLT Objective	Staffing and recruitment: To continue to consider diversity when recruiting new staff so that the school is representative of the community it serves, and ensure that this is an inclusive and considerate workplace for all staff.

Linked documents:

- Positive Behaviour Policy
- Communication Policy
- Menopause Policy
- Accessibility Plan