



The Humber Estuary Federation



Equality and Diversity Policy

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Contents

1. Our Vision and Aims for Equality and Diversity
2. Defining Equality and Diversity
3. Purpose and Scope of the Policy
4. Roles and Responsibilities
5. Monitoring and Review
6. Bullying and Diversity Incidents
7. Complaints
8. The Humber Estuary Federation Equality Objectives

1)Our Visions and Aims for Equality and Diversity

At The Humber Estuary Federation, we treat everyone fairly, celebrating difference and meeting different needs so that all members of our school community are free to live, learn, enjoy and to achieve the highest of standards.

We do not tolerate bullying or harassment of any kind and promote individuality irrespective of ethnicity, attainment, age, disability, gender or background.

We aim to provide equality of opportunity for all individuals whatever their race, culture, gender, sexual orientation, academic ability, physical ability or family background.

We aim to provide an environment free from social, sexual or cultural prejudice for all members of our school community.

We aim to foster an environment in which all of our members are respected as individuals and in which the varied experiences of our members can enrich the life of the school.

All staff, governors, parents/guardians and pupils regardless of race, ethnicity, disability, gender and socio-economic background, are welcome and are encouraged to participate fully within the life of our schools. At

The Humber Estuary Federation, we recognise our responsibilities and are committed to eliminating discrimination, harassment, victimisation and any other conduct prohibited by or under the Equality and Diversity Act 2010.

2)Defining Equality, Diversity and Disability

2.1 Equality

Equality is about fairness and equality of opportunity and advancing equality of opportunity involves treating people differently. People should not be treated the same. Some people may need extra help or adjustments to be part of the school community; this includes teachers, administration, cleaning or catering staff employed within the federation as well as pupils/ students, parents and governors.

Relating to the Equality Act there are nine 'protected characteristics' these are age; disability, gender reassignment [transgender], marriage / civil partnership, pregnancy / maternity, race, religion and belief (and having no belief), sex (gender) and sexual orientation.

Under the general duty schools must exercise 'due regard' in respect of each of the eight protected characteristics (excluding marriage and civil partnership) to:-

1. Eliminate unlawful discrimination and harassment
2. Advance equality of opportunity
3. Foster good relations between different groups

2.2 Diversity

Diversity is about valuing people as individuals and learning from our differences. Our differences can be visible and non-visible. Promoting diversity we can meet different needs creatively to ensure opportunities are available to all and potential is fulfilled. Promoting a diversity friendly culture we are able to meet our federation's aims and objectives more efficiently.

Culture is about the way we behave towards one another – school governors, all employees in the school, parents, pupils and the whole school community. It is about how we treat one another and respect our differences. Promoting diversity and a diversity friendly culture helps to create a more productive school community.

2.3 Disability

‘Disability is a physical or mental impairment which has a substantial and longterm adverse effect on a person’s ability to carry out normal day-to-day activities’

The Disability Equality in Education (DEE) recommends that all pupils with SEN and those with long term medical needs be treated as disabled for the purpose of the Act and for equality. This is in addition to all pupils with long-term impairments, which have a significant impact on their day-to-day activities.

We understand that the definition of disability under the Act is different from the disability criteria for special educational needs provision. This means that disabled pupils may or not have special educational needs. The school recognises that social, educational and behavioural difficulties are part of this definition.

3) Purpose and Scope of the Policy

3.1 This policy sets out The Humber Estuary Federation’s commitment to promoting equality and diversity.

We believe that it is our responsibility to promote equality and diversity wider than the nine characteristics (areas) covered by legislation. We work to remove barriers and we will not unfairly discriminate on any grounds.

Through our curriculum we:

- Create an ethos in which pupils and staff feel valued and secure
- Build self-esteem, confidence and independence in our pupils so that they can use these qualities to influence their own relationships with others
- Have consistent expectations of our pupils and their learning
- Support all pupils to achieve by removing or minimising barriers to learning
- Ensure that our teaching takes into account the learning needs of all pupils
- Providing opportunities for pupils to appreciate their own culture and celebrate diversity of other cultures.
- Promote positive understanding of different characteristics, recognising the contribution that individuals and groups with protected characteristics make to society, and by challenging stereotyping and discrimination
- Actively tackling racial and cultural discrimination and prejudice and promoting racial and cultural equality
- Through our PSHE curriculum, wider spiritual, social, moral and cultural education and through school worship and assemblies within the curriculum, pupils will be shown that racism in any form is unacceptable.
- Explicitly teaching our pupils what constitutes aggressive and racist behaviour
- Fostering confidence amongst our staff and pupils to address racist and aggressive behaviour
- Identifying clear procedures for dealing quickly with incidents of racist behaviour
- Developing a voice for disabled pupils, staff and parents/carers. Our federation actively seeks views of all parents, carers, pupils and staff irrespective of disability

3.2 Monitoring and reviewing this policy and reporting annually on progress in the information we publish to evidence how we are meeting the requirement of the public sector equality duty.

3.3 Publishing and reviewing our equality objectives (and reviewing them at least every four years)

3.4 Undertaking other activities and measures as outlined in this policy document, our published information and other relevant documents.

3.5 The policy applies to:

- School governors
- Staff
- Parents
- Pupils (as appropriate)
- Contractors
- Visitors to the school

4) Roles and Responsibilities

4.1 All members of the school community, governors, staff, pupils, parents, visitors and contractors all have a part to play in implementing this policy, promoting diversity and equality, challenging inappropriate behaviour or practice to remove barriers and avoiding discrimination. To promote understanding of this responsibility The Humber Estuary Federation will:

- Ensure governors, staff, parents, and contractors are made fully aware of our equality and diversity policy and how it affects their work
- Ensure pupils and visitors to our school are clear about the expectations relating to our commitment to promoting equality and diversity
- Provide training / development and updates as appropriate
- Review our equality objectives and actions to ensure all relevant activity remains relevant and meets the identified needs and priorities of our school.

In addition, school governors / relevant committee have responsibility for overseeing agreeing, monitoring and reviewing of our school's equality objectives, and related activity.

4.2 Breaches of Policy

The Humber Estuary Federation views any form of discrimination as a serious act of misconduct. Any allegation of a breach in the policy will be investigated by the Head Teacher. This may lead to disciplinary or other appropriate action being taken.

5) Monitoring and review

The Humber Estuary Federation has specific duties under the Equality Act to publish information about the diversity of our school community and the work we are doing to promote equality. This information can be found on our federation website. We will review this information annually.

6) Bullying and Diversity incidents

6.1 Pupils

The Humber Estuary Federation believes all pupils should be safe and feel valued for themselves, whatever characteristics they may have. Bullying and harassment of pupils, staff, parents, visitors and/or contractors by pupils on the basis of their identity (including a perceived characteristic, and by association with a protected characteristic) is unacceptable. Incidents will be logged, investigated and appropriate actions taken to prevent future incidents and to support the victim as outlined in the anti-bullying policy. Any incidents will be reported termly to the LA and to Governors through the Head teachers report.

6.2 Staff and Governors

The council and The Humber Estuary Federation view any form of discrimination undertaken by adults as serious acts of misconduct. Any such breaches could result in disciplinary action being taken and in the case of harassment, might call for police involvement.

7) Diversity Complaints

The Humber Estuary Federation takes seriously all complaints; where a complaint is related to equality/diversity issues, the federation procedure for dealing with complaints will apply (See Complaints Policy on The Humber Estuary Federation Website) Complaints should be made to the Head Teacher or the chair of governors.

8) The Humber Estuary Federation Equality Objectives

At The Humber Estuary Federation, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.

We believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

In order to fulfil our aims, we have set the following objectives:

Objective 1

To ensure that all students are given the opportunity to make a positive contribution to the life of the school, particularly focusing on developing leadership opportunities for all students.

Objective 2

To raise levels of attainment in core subjects for vulnerable learners.

Objective 3

To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.

Objective 4

To remove the barriers to learning for children with SEND to enable them to make progress in line with their peers

9) Links with other policies/ documents

This policy links to, and should be read in conjunction with the following:

- SEN Information Reports
- Accessibility plan
- Behaviour Policy
- Supporting pupils with medical conditions
- Anti-Bullying Policy
- Safeguarding Policy