



Ash Manor School

Equality Policy

Governors' Committee Responsible:	Experience
Nominated Lead Member of Staff:	Deputy Headteacher
Status & Review Cycle:	Statutory 3 years
Next Review Date:	November 2025
Document Version Control:	
V1.0 December 2021	
V2.0 November 2023	

1. Introduction

Ash Manor School is committed to equality and inclusion.

We recognise the value of diverse environments and strive to promote a culture in which all students, staff and members of the school community are welcomed and supported to fulfil their potential, irrespective of their background or personal characteristics.

We are committed to an ethos and culture of inclusion in our school for all members of, and visitors to, our community, by respecting the protected characteristics of age, gender assignment, being married or in a civil partnership, being pregnant or on a maternity leave, disability, race (*including colour, nationality ethnic or national origin*), religion or belief, sex or sexual orientation.

Ash Manor is an inclusive school where we focus on the well-being and progress of all our children and young people and where all members of our school community are of equal worth.

We recognise, respect and value difference and understand that diversity is a strength that enriches our lives. We take account of differences and strive to remove any barriers to learning and development.

There is a wide ability range with considerable variation across the principal primary partner schools, with a significant spread of SEND incidence and social need. Background data shows that there are no obvious significant ethnic groups in what is a predominantly 'White British' area. However, Ash and Tongham has been used by Guildford Borough as a location to settle gypsy/roma travellers for many years. The school is also experiencing an increase in the number of students from the Asian continent, particularly those of Nepalese heritage.

We oppose all forms of unlawful and unfair discrimination, bullying and harassment. As a school community, we recognise the need to champion equality and ensure inclusion for all students in the full life of our school; where appropriate making necessary adjustments to enable everyone's participation.

Ash Manor School believes that education (both formal and informal learning) is fundamental to equality of opportunity. It prepares young people for life and is a powerful influence on access to and advancement in employment. All young people should be able to learn and develop fully in a truly diverse and inclusive environment.

All our policies and practices are fully inclusive and supportive of a welcoming culture for all communities; this is evidenced in our practices and procedures.

2. Mission and Values

At Ash Manor School we believe that all students deserve an excellent education. Our ethos is rooted in the core values of: Respect, Community, Integrity, Excellence and Resilience.

In an effort to educate the students of Ash Manor School in a safe environment and to better prepare them for the world around us, we seek to celebrate a culture of tolerance

Ash Manor School Equality Policy and acceptance among all. Whilst socio-economic status is not a specified ground under the equality legislation, the barriers and inequalities experienced by individuals and groups can also be exacerbated by poverty and social exclusion.

3. Equality and Inclusion – School Policies

Through this policy, and the wider practices within Ash Manor School we seek to empower our young people to embrace diversity and challenge discrimination. We equip our Governors and staff to fulfil their legal responsibilities, ensure that our school's safeguarding procedures are comprehensive and inclusive and enable robust monitoring of our progress as a school.

As part of our overall school policy development there are a number of policies that we must have in place and regularly review to ensure our school is addressing its statutory responsibilities. These include the Anti-bullying Policy, Safeguarding Policy, Curriculum Policy, Behaviour Policy, Uniform Policy and Admissions Policy. Incidents will be dealt with by the appropriate policy. There should never be any grey areas when it comes to young people's safety and well-being.

This is supplemented by a range of other policies that as a school we feel are important to have for our whole school community. It is our belief that equality and inclusion is central to all of our policies and that we maintain an ethos that welcomes diversity and promotes equal opportunities for all, ensuring all our students and their families feel valued and supported and making sure that equality and inclusion is evident in everyday school life.

4. Responsibilities

The Ash Manor School Governors have overall responsibility to:

'Promote equality, good relations and diversity and to comply with education and employment legislation and anti-discrimination, human rights and equality legislation that affect its statutory duties in relation to the school'.

The Governors have overall responsibility to oversee the implementation of equality and diversity in our school.

The Headteacher is responsible for:

- ensuring policies and procedures are in place to comply with equality legislation;
- ensuring the school implements policies and practices in line with the principles of equality and inclusion;
- following the relevant procedures and taking action in cases of unfair discrimination, harassment or bullying;
- ensuring appropriate training and awareness raising is undertaken with staff;

- ensuring that appropriate records are kept of any cases of unfair discrimination, harassment or bullying.

The Senior Leadership Team are responsible for:

- putting the school's equality and inclusion policies and codes into practice;
- making sure that all staff know their responsibilities and receive the support and training necessary to carry them out;
- following the relevant procedures and taking action where necessary.

The School's Pastoral Care and Safeguarding Team (led by the Deputy Headteacher and designated Assistant Headteacher) will manage the implementation of the policy in partnership with the Headteacher.

All School Staff (teaching and non-teaching) have a responsibility for the day to day operation of this policy and will contribute to an inclusive and welcoming environment within the school.

Students/students are responsible for:

- respecting others in their language and actions;
- following all of the relevant school policies and codes of conduct in line with the principles of equality and inclusion.

5. How do we promote Equality and Inclusion?

Ash Manor promotes equality and inclusion within our school through the following activities:

- Teaching students about the effect that behaviours and language have on other people through high quality lessons
- Specific elements of the RE and PSHE curriculum.
- Organising activities that encourage links with people of different backgrounds
- Making every effort to ensure that the workforce represents the diversity of people in the community
- Using effective strategies for intervening in conflict situations that involve issues of identity or background
- Support through a diverse and inclusive extra-curricular offer including a Rainbow Club
- Development of the Bridge provision to support students' needs

6. Complaint's Procedures

The school has a robust and transparent Complaints procedure. If a complaint is made regarding equality or inclusion, the Complaints process will be fairly and systematically applied. Access to the Complaints procedure can be found on the schools website.