



RICARDS LODGE HIGH SCHOOL

Equality Policy

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Contents

Contents	1
Visions and Values	1
Equality and the Law	2
School Vision	2
Responsibilities	3
Legislation and guidance	5

Visions and Values

At Ricards Lodge our vision is to 'Educate Successful Women of the Future'. To achieve this we have 4 overarching aims which are:

- To ensure that all our students are able to take full and equal places as women; who take opportunities and assume responsibility in a changing global society
- To deliver to all our students a broad, balanced and flexible curriculum
- To provide a stimulating, secure and purposeful environment in which each student is motivated to strive for excellence
- To work together in an effective partnership with RR6, parents and carers and the wider community.

We identified five values which underpin all our work. These are;

- We Aspire
- We are Resilient
- We are Compassionate
- We champion Equality
- We work Together

These are embedded in an ethos in which we build student confidence, integrity and excellence in a caring, happy school community so that our students can leave us having been given the best possible chance of achieving their full potential.

We value individuality whilst emphasising equally the importance of tolerance, teamwork and collective responsibility.

The school strives to build confidence, integrity and excellence in a caring, innovative and happy community so that each student leaves having been given the best possible chance of achieving their full potential, taking with them sound values, a breadth of skills and knowledge and ready to face the challenges of life.

We are proud of our comprehensive status and our students come to us from a wide range of abilities, backgrounds and cultures.

We value the diversity of the staff and student body and celebrate the similarities and differences that exist between us.

The key **aims** of this policy are to:

- a) Ensure that all students and staff have the opportunity to achieve their full potential through the development of aspirations and the motivation to succeed and the courage to try again if they do not achieve their desired outcome at first.
- b) Ensure that students and staff treat each other and those in the wider community equally with honesty, dignity and respect at all times and develop a model of trust in order that all groups within our school community can flourish.
- c) Prepare students for life in a diverse and global society; secure in the knowledge of their own worth and be able to take their place in an ever changing world.

Equality and the Law

Additionally this policy aims to meet our obligations to publish information to demonstrate how we are complying with the Public Sector Equality Duty and to publish [equality objectives](#). At Ricards Lodge we see all people as of equal value and welcome our duties under the [Equality Act 2010](#)

School Vision

At Ricards Lodge we realise our vision to 'Educate Successful Women of the Future'.

- To ensure that all our students are able to take full and equal places in society; who take opportunities and assume responsibility in a changing global society
- To deliver to all our students a contemporary, varied and rigorous curriculum

- To provide a stimulating, secure and purposeful environment in which each student is motivated to strive for excellence
- To work together in an effective partnership with parents and carers and the wider community.

The school has, at its core, the spiritual, moral, social and cultural development of our students both through and beyond the curriculum. Staff make students aware of the importance of the British values of democracy, the rule of law, individual liberty, and the mutual respect and tolerance of those with a different faith and/or beliefs in order to ensure that they are well prepared for life in modern Britain.

Ricards Lodge High School is firmly committed to promoting, celebrating and valuing the diversity of all our staff and students. We aim to create an open and welcoming environment. We take seriously our commitment to equality of opportunity, and seek to proactively challenge and address discrimination, inequality, stereotyping and unconscious bias in all areas, including those associated with disability. We aim to develop a culture of inclusion and diversity in which all those connected to our school are proud of their identity, feel that they belong and are able to participate fully in school life. Our school values which have been agreed by all members of the school community reflect this commitment.

Responsibilities

All staff are expected to challenge and report any discriminatory incidents that may occur. They receive training on our expectations, especially how to identify and challenge prejudice, direct or indirect discrimination, microaggressions and stereotyping. This equips staff to support the full range of diverse needs according to a student's individual circumstances.

Discriminatory incidents are dealt with by the member of staff present and escalated using the school's behaviour for learning policy as required. All incidents are reported to the Head teacher and logged in SIMS. Racist and homophobic incidents are reported to the governing body and local authority on a termly basis. Harassment on grounds of race, gender, disability, sexual orientation or other factors such as socio-economic status, can take many forms including verbal or physical abuse, name calling, exclusion from groups and games, unwanted looks or comments, jokes and graffiti. It may include use of technology such as mobile phones or email, instant messaging or social networking websites.

We regularly teach students how our School values are inline with British values and the Equality Act 2010. They are expected to know that discriminatory behaviour against Protected characteristics not only goes against our School values but is also against the law. Students learn how to recognise and respond safely to discriminatory incidents regardless of whether they happen in school, locally or globally. Our school actions against perpetrators or bystanders are communicated throughout the school with information displayed on every tutor board. Support for students who have had a lived experience of discrimination is available through our Wellbeing and Inclusion department and

promoted on tutor boards together with external support agencies and our online Listen@ Ricards platform.

In addition we will:**General**

- Ensure that we comply with all relevant legislation
- Communicate our commitment to equality and diversity to all members of the school community.
- Involve students and staff in discussions around equality and diversity pastoral and curriculum provision through student voice and working parties etc.
- Inform all staff, students and governors of their responsibility in promoting and maintaining equality.
- Monitor progress and achievement across all student groups

Curriculum

- The curriculum will display a discriminatory free approach to teaching and learning throughout the school.
- Departments will present opportunities for promoting cultural diversity and global learning within subjects and will respond to developments in the equalities agenda.

Environment

- All reasonable measures will be taken not to discriminate against staff or students with protected characteristics.
- Staff will be informed at the beginning and throughout the year of the individual needs of particular students
- We will ensure through the Accessibility Plan that the school is a welcoming and accessible environment for all.

Extra-Curricular Activities

The school will endeavour to provide a wide range of activities to encourage the interests and talents of all students and ensure they are available throughout the school day to maximise opportunities.

Employment

- The school will comply with the law regarding equal opportunities and employment
- New staff will be made aware of the policy and will be welcome to contribute to its development

- Advertising will state that we are an equal opportunities employer and candidates will be asked questions to determine that they share our values to appoint the best candidate for the job.

Consultation and Review

It is a requirement that the development of this policy and the actions within it have been informed by the input of staff, students, parents and carers. We have achieved this by using the following to shape the plan:

- Feedback from parents' evenings, parent consultation and aspirations meetings,
- Input from Merton EDI Secondary leads, Merton's Black Lives Matter Forum, Ricards Lodge working parties and relevant external working groups.
- Feedback from the PTA, school council and other student leadership groups and student voice surveys.
- Issues raised in annual reviews or reviews of progress on Pupil Profiles.
- Feedback from Governing Body meetings.

The school supports any available partnerships to develop and implement our policy.

Our school's complaints procedure covers the Equality Policy. If you have any concerns relating to Equality in school, the complaints procedure sets out the process for raising these concerns.

This policy has been agreed by our Governing Body. In line with legislative requirements, we will annually publish information demonstrating how the school is meeting the aims of the general public sector equality duty through our Equality Objectives.

We will publish this policy and our equality objectives on the school website. We will raise awareness of the objectives through assemblies, staff meetings and other communications and we will make hard copies available as required.

Legislation and guidance

This document meets the requirements of [schedule 10 of the Equality Act 2010](#) and the Department for Education (DfE) [guidance for schools on the Equality Act 2010](#).

[Ricards Lodge Accessibility Plan](#)

[Ricards Lodge Equality Objectives](#)