



# PAPILLON HOUSE SCHOOL

## Equality and Diversity Policy

### Background

All schools irrespective of how they are funded or managed have obligations under the Equality Act 2010. Previous anti-discrimination laws were replaced by this Act which imposed a new single equality duty designed to protect all aspects of a person's identity (described as 'protected characteristics'), making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it is unlawful to treat someone.

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. Papillon House School has duties placed upon it as an employer and as a provider of education. The Act protects all people from discrimination and harassment and hence applies to everyone who is part of the Papillon House School community.

### Policy Statement

Papillon House School is committed to ensuring equality of provision and opportunity without discrimination for all pupils as well as parents and staff.

The School will have regard to Cultural Competence and work effectively in different cultural contexts with minority and marginalized groups to maximise sensitivity and minimise insensitivity in culturally diverse communities. Whilst this requires the same knowledge, value and skills which underpin our practice at Papillon House School it also requires cultural awareness and a cultural sensitivity in attitude and approach. Culturally competent practice is respectful of beliefs and practices of all communities and we will challenge any behaviours which may be harmful or detrimental.

All pupils at Papillon House School are entitled to learning experiences which will enable them to achieve their potential and which will enrich their lives. The Management Team have high expectations of staff and pupils and are committed to providing a high-quality learning environment.

This Policy is fully integrated into all aspects of school life and ensures there is no discrimination against members of our school community for reasons of:

- age.
- disability.
- race
- religion or belief
- sex
- pregnancy and maternity.
- marriage and civil partnership.
- gender reassignment.

### Aim

We place a high value on diversity in the school and treat every member of the school as an individual. In this respect we aim to meet the needs of all by taking into account differences in gender, ethnicity, cultural, social and religious backgrounds, as well as ability, needs and learning styles. The ethos of the school supports the development of self-respect and self-esteem in all pupils and staff.

The school promotes positive approaches to difference, fostering respect for all people. Language or behaviour which is racist, sexist, or potentially damaging to any pupil or minority group will not be

tolerated. Induction and training addresses equal opportunities issues raised by the differing needs of a culturally and ethnically diverse school population.

At Papillon House School we will establish a learning environment that is free from bias and is inclusive.

Pupils' understanding of politics are mainly at an underdeveloped stage therefore, key staff need to role model in a way that demonstrates impartiality to the young person taking into consideration the parents' wishes within the boundaries of school policy, legislation and the national curriculum.

The School continues to focus on consistency in teaching, allowing pupils to know about right and wrong, freedom of their own speech and the respect of others. Cultural values are supported in a way that is governed by legislation as well as an individual's cultural needs and teaching ensures multicultural opportunities for learning. As with political views staff must remain balanced and fair in their own view of different cultures, embracing and accepting cultural differences.

In a society that has widely ranging religious beliefs, Papillon House School will remain open to the religious needs of others offering a balanced timetable and curriculum that looks at a range of religious beliefs and does not force one belief on pupils. Being a non-denominational school, we are able to embrace all types of religion and adhere to individual needs. Opportunities for celebration and worship are given in line with parents' wishes and an individual's desire. Extremist views that work outside of this policy will not be tolerated in line with teaching standards.

*This policy should be read in conjunction with all other relevant policies and documentation including:*

Equality Act 2010: [legislation.gov.uk](http://legislation.gov.uk)  
Equality Act 2010: guidance – Gov.Uk  
Equal opportunities policy  
Staff Code of Conduct

Written	Alicia Rickman	Head Teacher	September 2014
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Reviewed and revised	Alicia Rickman	Head Teacher	September 2017
Reviewed and revised	Gillian Hutton	Director	April 2021
Agreed	Management Team		May 2021
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