

Pinderfields Hospital PRU



Headteacher: Helen Mumby

**Wrenthorpe Centre
Imperial Avenue
Wrenthorpe
WF2 0LQ
01924 298351**

**The Limes
Long Causeway
Stanley
WF3 4JB
01924 298351**

**Early Years Assessment
Centre
Eastmoor Road
Eastmoor
WF1 3SQ
01924 378503**

**Forest Wood Assessment
Centre
Painthorpe Lane
Crigglestone
WF4 3HW
01924 258663**

**Thornes Centre
Lawefield Lane, Wakefield
WF2 8ST
01924 298351**

**Hospital Tuition
Children's Ward
Pinderfields Hospital
Wakefield
WF1 4DG
01924 541947**

**Woodlands Centre
College Grove, Castleford
WF10 5NS
01924 298351**

Equality & Diversity Policy 2024-25

**Chair of Management Committee
Signed**

MISSION STATEMENT

At Pinderfields Hospital PRU we will:

- Encourage honesty, respect and trust
- Exercise discipline and self-control
- Feel safe, secure and happy in the school environment
- Develop our confidence and self-image to allow us to achieve our potential
- Ensure everyone is important and valued
- Promote healthy lifestyles
- Encourage understanding and acceptance of individual needs
- Offer continued support for a smooth transition to the next provision



OFSTED 2023 Overall Judgment = GOOD

Leadership & Management = Outstanding
Behaviour & Safety of Pupils = Outstanding
Achievement of Pupils = Good
Quality of Teaching = Good

Imperial Avenue, Wrenthorpe, Wakefield West Yorkshire WF2 0LW Tel: 01924 298351

hm@pinderfieldshospitalpru.co.uk
www.pinderfieldshospitalpru.co.uk

Introduction

The Equality and Diversity Policy represents a commitment to a common set of values and objectives, and to a consistent approach to communicating, implementing and monitoring the policy.

Aims

Pinderfields Hospital Pupil Referral Unit (PHPRU) is committed to advancing and achieving equality of opportunity for all. We believe that all people are of equal value and are entitled to equality of opportunity and that our diversity enriches our community. This complies with the public sector equality duty (part of the Equality Act 2010).

Scope

The policy encompasses the following:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Marriage and civil partnership

Statement/Principles

The policy outlines the commitment of the staff and Management Committee of PHPRU to ensure that equality of opportunity is available to all members of the school community. Equality of opportunity is fundamental to good practice in education, in which fairness of opportunity for all is a basic right. For PHPRU this means not simply treating everybody the same but understanding and tackling the different barriers which could lead to unequal outcomes for different groups of pupils in the PRU and celebrating and valuing the equal opportunity achievements and strengths of all members of the school community. This includes: -

- Pupils
- Teaching staff/support staff
- Parents/Carers
- Members of the Management Committee
- Multi-agency staff linked to the PRU e.g. physiotherapists, SALTs, OTs
- Visitors to the PRU
- Students on placement/volunteers
- Admin. Staff/caretaker

We believe that equality at PHPRU should permeate all aspects of PRU life and is the responsibility of every member of the PRU and wider community. Every member of the school community should feel safe, secure, valued and of equal worth.

The policy is therefore underpinned by the following values, principles and standards:

- Equality and social justice
- Acknowledging and valuing diversity
- Respect for others
- Compliance with equality legislation
- Elimination of all forms of prejudice and unfair discrimination
- Active challenge to stereotypes, prejudiced attitudes and unfair discriminatory behaviour
- Commitment to inclusive education which enables and supports all students to develop their potential
- Commitment to the positive development of all staff and members of the Management Committee
- Accountability for compliance with this policy by all members of the PRU and others engaged in school activities.

At Pinderfields Hospital PRU, a key principle is to treat all people equally irrespective of their gender, ethnicity, disability, religious beliefs, sexual orientations, age or any other recognised area of discrimination. The aims and values of PHPRU state that we will provide an environment which is safe, secure, enriching and enjoyable. We are committed to giving all our pupils every opportunity to achieve the highest of standards and enable them to challenge discrimination and stereotyping. Within this ethos of achievement, we do not tolerate bullying and harassment of any kind. We actively tackle discrimination against those with a disability, racial discrimination, sexual harassment, and discrimination of any kind, and promote equal opportunities and good relations between and amongst all. We support pupils' self-advocacy, develop principles for distinguishing between right and wrong, encourage mutual respect and dignity, and enable pupils to appreciate their own and different beliefs and cultures. We are committed to ensuring that positive action is taken, where necessary, to redress the balance of inequality that may exist. We aim to reflect the diversity of our local community and society and ensure that the education we offer fosters positive attitudes to all people.

Our school admissions policy is equally open to pupils of all groups

Objectives

The objectives of this Equality and Diversity Policy are to:

- Develop an ethos which respects and values all people
- Actively advance equality of opportunity
- Prepare pupils for life in a diverse society
- Promote good relations amongst people within the PRU and wider communities within which we work
- Eliminate all forms of unfair indirect discrimination, bullying, harassment, victimization or other oppressive behaviour
- Deliver equality and diversity through our school policies, procedures and practice
- Make reasonable adjustments and do our utmost, within available resources, to remove barriers which limit or discourage access to the PRU provisions or activities
- Take positive action to provide encouragement and support to individuals and groups whose progress has been limited by stereotyping, cultural expectations or aspects within the 'Scope' of the policy.
- Monitor the implementation of equality and diversity within PHPRU

- Set targets for improvement and evaluate the impact of equality and diversity action in achieving our goals.

Promoting Equality through the Curriculum Learning and Teaching

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, teaching and learning will:

- Ensure quality of access for all pupils and prepare them for life in a diverse society;
- Use materials that reflect a range of disability and cultural backgrounds, without stereotyping;
- Promote attitudes and values that will challenge discriminatory behaviour;
- Provide opportunities for pupils to appreciate their own culture and religions and celebrate the diversity of other cultures;
- Use a range of sensitive teaching strategies when teaching about different cultural and religious traditions;
- Develop pupils advocacy skills so that they can detect bias, challenge discrimination, leading to justice and equality;
- Ensure that the PSHE and Citizenship curriculum areas cover issues of equalities, diversity, religion, human rights and inclusion;
- Seek to involve all parents in supporting their child's education;
- Provide educational visits and extra-curricular activities that involve all pupil groupings;
- Take account of the performance of all pupils when planning for future learning and setting challenging targets;
- Make best use of all available resources to support the learning of all groups of pupils;
- Identify resources that support staff development.

Learning Environment

There is a consistently high expectation of all pupils regardless of age, gender, ethnicity, ability or social background. All pupils are encouraged to improve on their own achievements and not to measure themselves against others. Parents are also encouraged to view their own children's achievements in this light.

To secure the desired outcomes we recognise:

- Teacher enthusiasm is a vital factor in achieving a high level of motivation and good results from all pupils;
- Adults in PHPRU will aim to provide good, positive role models in their approach to all issues relating to equality of opportunity;
- PHPRU will provide an environment in which all pupils have equal access to all facilities and resources;
- All pupils are to be encouraged to be actively involved in their own learning;
- A range of teaching methods are to be used to ensure that effective learning takes place at all stages for all pupils.

Curriculum

At Pinderfields Hospital PRU, we aim to ensure that:

- Planning reflects our commitment to equality in all subject areas and cross curricular themes promote positive attitudes to equality and diversity;
- Pupils will have opportunities to explore concepts and issues relating to identity and equality;
- All steps are taken to ensure that all pupils have access to the full curriculum by taking into account the cultural and lifestyle backgrounds of all pupils, their communication needs and their learning styles.

Ethos and Atmosphere

- At Pinderfields Hospital PRU, we are aware that those involved in the leadership of the school community are instrumental in demonstrating mutual respect between all members of the school community;
- There should be an 'openness' of atmosphere that welcomes everyone to the PRU;
- The children are encouraged to greet visitors to the PRU with friendliness and respect;
- The displays around the PRU are of a high quality and reflect diversity across all aspects of equality of opportunity and are frequently monitored.

Resources and Materials

The provision is a high priority. These resources should:

- Reflect the reality of an ethnically, culturally and sexual diverse society;
- Reflect a variety of viewpoints;
- Show positive images of males and females in society including people with disabilities;
- Reflect non-stereotypical images of all groups in a global context;
- Include materials to raise awareness of equal opportunity issues;
- Be equally accessible to all members of PRU's community consistent with health and safety;
- Be free of explicitly and implicitly racist, sexist, homophobic or ageist materials.

Language

We recognise that it is important at Pinderfields Hospital PRU that all members of the PRU community use appropriate language which:

- Does not transmit or confirm stereotypes;
- Does not offend;
- Creates and enhances positive images of particular groups identified within this document;
- Creates a positive environment for all people to develop their self-esteem;

Extra-Curricular Provision

It is the policy of this PRU to provide equal access to all activities.

- We endeavour to ensure contributors to extra-curricular activities are aware of the PRU's commitment to equality of opportunity.
- We ensure that all such non-staff members who have contact with children adhere to these guidelines and are DBS checked.

Provision for Bilingual Pupils

We undertake at Pinderfields Hospital PRU to make appropriate provision for all EAL/bilingual children/groups to ensure access to the whole curriculum. These groups may include:

- Traveller and Gypsy Roma children
- Those from refugee families;
- Pupils for whom English is an additional language;
- Pupils who are new to the United Kingdom.

Personal Development and Pastoral Guidance

- Staff take account of disability needs, gender, religious and ethnic differences and the experience and needs of particular groups such as Gypsy Roma and Traveller, refugee and asylum seeker pupils;
- All pupils/staff/parents/carers will be given support as appropriate should they experience discrimination. We also recognise that the perpetrators of discrimination are themselves

sometimes victims of their personal circumstances and, in such cases, remedial work is done to ensure that the actions do not occur again;

- Positive role models are used throughout the PRU to ensure that different groups of pupils can see themselves reflected in the PRU's community;
- Emphasis is placed on the value that diversity brings to the PRU community rather than the challenges.

Staffing and Staff Development

We recognise the need for positive role models and distribution of responsibility among staff. This must include pupils' access to a balance of male and female staff at both key stages, where practicable.

We undertake to encourage the career development and aspirations of all individuals. It is our policy to provide staff with training and development, which will increase awareness of the needs of different groups of pupils in the various dimensions of equality of opportunity.

Staff Recruitment and Professional Development

All posts are advertised formally;

- All those involved in recruitment and selection are trained and aware of procedures to avoid discrimination and ensure equality good practice through the recruitment and selection process;
- Access to opportunities for professional development is monitored on equality grounds;
- Equality policies and practices are covered in all staff inductions;
- All supply staff are made aware of equality policies and practices;
- Employment policy and procedures are reviewed regularly to check conformity with legislation and impact.

Harassment and Bullying

It is the duty of PHPRU to challenge all types of discriminatory behaviour e.g.:

- Unwanted attentions (verbal or physical);
- Unwelcome or offensive remarks or suggestions about another person's appearance, character, race, ability or disability, sexuality, gender (or transgender).

PHPRU has a clear, agreed procedure for dealing with incidents such as these.

Partnerships with Parents/Carers and the Wider Community

We aim to work in partnership with parents to help all pupils to achieve their potential.

We wish to affirm our continuing commitment to each out to all diverse groups within our immediate community and beyond. We do this by:

- All parents/carers are encouraged to participate at all levels in the full life of PHPRU;
- We aim to include members of the local community to join in school activities e.g. delivering aspects of the curriculum, culture days, Eid celebrations, harvest festival, gardening activities etc.;

Responsibilities and Accountabilities All members of the PRU's community have a responsibility for supporting the equality agenda. Specific responsibilities are laid out as follows:

The Management Committee is responsible for ensuring that:

- PHPRU complies with all equality legislation relevant to the school community;
- the PRU's Equality and Diversity Policy is maintained and updated regularly;
- procedures and strategies related to the policy are implemented;
- to monitor all incidents which are a breach of this policy and ensure appropriate action is taken in relation to all said incidents;

The Headteacher and Senior Management Team are responsible for:

- along with the Management Committee, providing leadership and vision in respect of equality;
- overseeing the implementation of the Equality and Diversity Policy ensuring all aspects of the policy are implemented effectively;
- co-ordinating activities related to equality and evaluating impact;
- ensuring all who enter PHPRU are aware of, and comply with, the Equality and Diversity Policy;
- ensuring staff are aware of their responsibilities and are given relevant training and support;
- taking appropriate action in response to racist incidents, discrimination against persons with a disability and sexual harassment and discrimination;
- managing any day to day issues arising from the policy whether in relation to governing bodies, staff, pupils or parents/carers;
- monitoring the effectiveness of the policy;
- ensuring relevant parties are kept up to date with any development affecting the policy/action plan arising from the policy.

All staff are responsible for:

- dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping;
- supporting the Equality and Diversity Policy;
- promoting equality and good race relations, avoiding discrimination against pupils, parents, carers and other staff;
- ensure there is no discrimination on grounds of race, disability, or other equality issues;
- keeping up to date with equality legislation by attending training events organised by PHPRU or Local Authority or recognised training provider.

Parents/Carers will:

- have access to the policy and be encouraged to share ownership and support the policy;
- be invited to attend any relevant meetings/awareness raising sessions related to the policy;
- be informed of any incident related to this policy which could directly affect their child.

Pupils will:

- be made aware of any relevant part of the policy, appropriate to age and understanding;
- be expected to act in accordance with all relevant parts of the policy;

Visitors and Contractors will:

- be made aware of, and be expected to comply with, the policy;

Monitoring, Reviewing and Assessing Impact

Equality is identified as an area requiring careful and ongoing monitoring in the School Development Plan and due regard is given to the promotion of all aspects of equality within the SDP. The person on the staff responsible for co-ordinating the monitoring and evaluation is the headteacher. The policy will be reviewed every three years, or as required to ensure it remains compliant with Equality legislation. We regularly review the impact of our policies on the needs, entitlements and outcomes for pupils, staff and parents from the equality strands referred to in this policy. We pay specific attention to the impact that our policies have on the attainment of pupils from different groups.

We make regular assessments of pupils' learning and use this information to track pupils' progress, as they move through the school. As part of this process we regularly monitor the performance of different groups to ensure that all groups of pupils are making the best possible progress. We use this information to adjust future teaching and learning plans as necessary. The Management Committee receives regular updates on pupil performance information.

As well as monitoring pupil performance information we also regularly monitor a range of other information. This relates to:

- Exclusions and truancy;
- Incidents of racism, disability, sexist incidents and all forms of bullying;
- Parental involvement;
- Participation in extra curriculum activities;
- Attendance.

Our monitoring activities enable us to identify any differences in pupil performance. This allows us to take appropriate action to meet the needs of specific groups and to set targets in our strategic plan, in order to make the necessary improvements.

We ensure that the commitments embodied in our statement for equality permeate the full range of our policies and practices:

- Equal opportunities;
- Pupils' progress attainment and assessment;
- Behaviour discipline and exclusions
- Pupils' personal development and pastoral care;
- Teaching and learning;
- Induction;
- Admissions and attendance;
- The curriculum;
- All subjects;
- Staff recruitment and retention;
- Visits and visitors;
- Partnerships with parents/carers and communities;
- Management Committee/staff training and professional development.